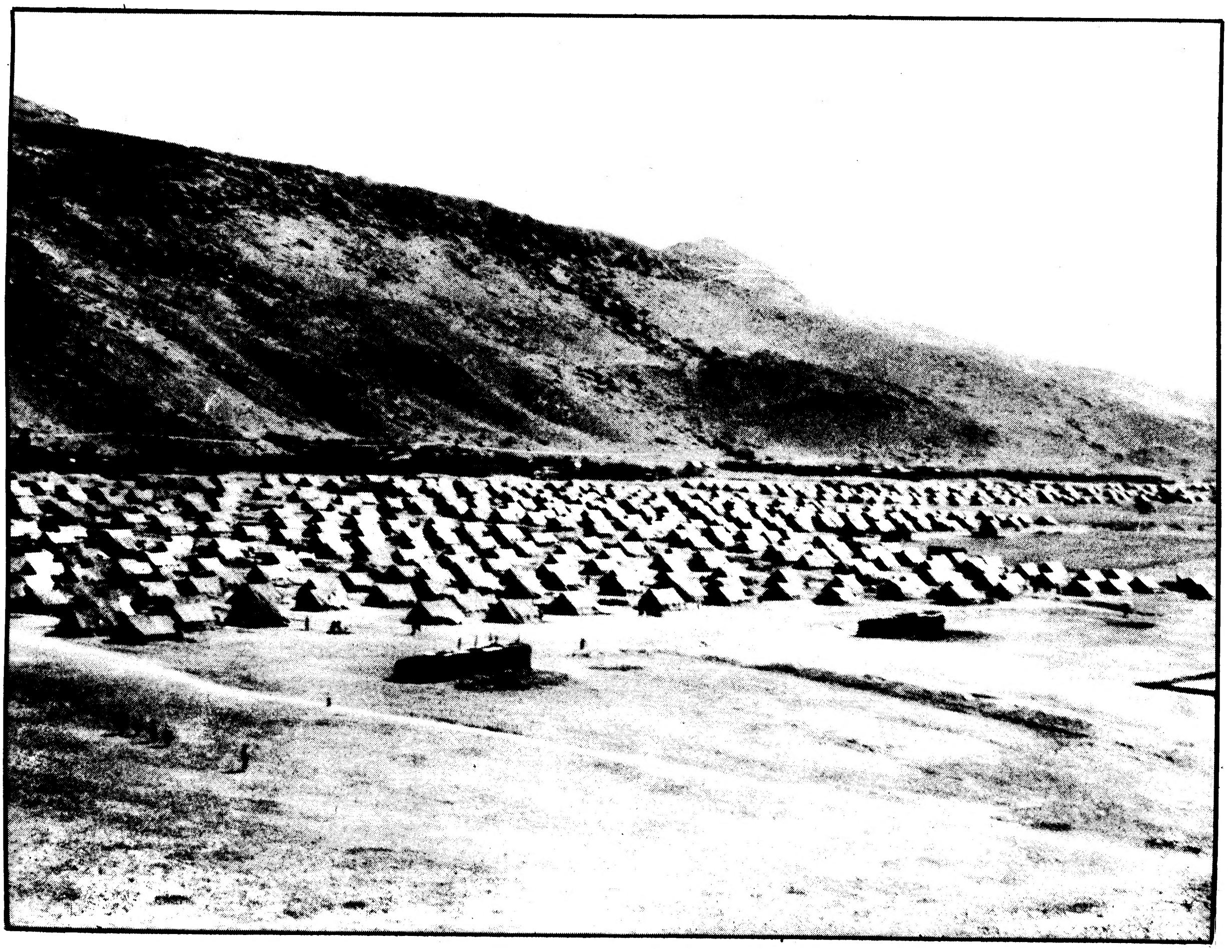
INTERNATIONAL RESCUE COMMITTEE
PROGRAM FOR AFGHANS



Settlement of Newly Arrived Refugees in Shin Dand Camp Near Kohat.

QUARTERLY REPORT
JANUARY - MARCH, 1989

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INTRODUCTION

The current situation of refugees in Pakistan and the continuing war in Afghanistan presents the IRC Program for Afghans with a challenge unlike any before. The program is faced with providing support to increasing numbers of refugees in Pakistan and at the same time developing works which will make repatriation to Afghanistan a viable option. In carrying out future projects the creation of a predicament in which the refugees feel either forced from Pakistan or lured to Afghanistan must be avoided.

The emotional aspects of this double-sided situation are powerful. Refugees were exhilarated as the Russian troops left Afghanistan in February. These feelings quickly gave way to anxiety, sadness and anger as the battle for Jalalabad began and fighting continued. Refugees are worried about their future. They are unsure about what the Pakistan Government will do and uncertain about what will happen in Afghanistan. Thus, recent events have caused the refugees to feel that the control they have over their lives is decreasing. For this reason, continued support must be linked with the reinforcement of independence. Any actions taken now, in terms of program restructuring, must be carefully thought out and sensitively applied.

IRC has been in a state of constant transition for several months. Expansion and reorganization have been necessary in order to address present and future needs. The best structural arrangement, which will allow the relief and rehabilitation aspects of the program to function separately and yet be connected, cannot be devised quickly. The arrangement of IRC programming will continue to evolve over time and in response to varying conditions.

As the situation has continued to change, particular attention has been given to increasing communication among staff. A conference, sponsored by the IRC Citizens Commission in New York, was organized for staff members in February. Through this mechanism it was possible to deliver and exchange information as well as receive ideas on how IRC should proceed. Since the conference there has been a greater desire among the staff, particulary the Afghans, to participate in decisions about IRC's future, and this has been a positive development.

Some of the larger decisions will depend on how donor organizations respond to the uncertain future of the refugees. The recent influx of many thousands of refugees into Pakistan was predicted; however, the general focus of most agencies over the past nine months has been toward repatriation and reconstruction.

UNHCR reports an increase of 60,000 refugees in Pakistan since the end of December last year. Over 8,000 newly arrived people have moved into a camp close to where IRC is operating in Kohat District. The movement of more refugees to Pakistan was expected, but the reality of the situation is, nonetheless, shocking and distressing. This year there will be more refugees in Pakistan than ever before. It can only be hoped that the needs of refugees who live indefinitely in Pakistan will continue to receive serious consideration both by the international donor community and the world press. Ultimately, IRC wishes to assist a spontaneous transition of refugees back to their homes. If funding for programs in Pakistan is cut back at this early stage and services subsequently curtailed,

this could be construed by the refugees as an effort to force them to leave.

Currently IRC is working cross-border in an effort to help rehabilitate areas in Paktia, Paktika, Logar and Ningrahar provinces. Work has already begun in the repair of irrigation systems, distribution of fertilizer, and the establishment of a vaccination base, while other projects are in the planning stage. As word has spread that rehabilitation efforts are underway in certain areas, refugees have slowly begun to go back to survey the situation and make plans for their families. The effect of IRC programs in Afghanistan on refugee return will be carefully monitored in the coming months.

Carrying out two kinds of programming simultaneously requires flexibility and the ability to balance resources appropriately. However, in order to be successful the organization must have the trust of the people it serves. The trust of the Afghan refugees in Kohat has been conscientiously nurtured since 1980. Similarly, this process is now taking place in Afghanistan as IRC representatives meet with district councils to help them plan for the future. Within the existing atmosphere, feelings of insecurity and uncertainty can intensify. The maintenance of confidence among the Afghans in what they and IRC are doing must be considered the most important goal of the program at this time.



Shura from Ningrahar Province meets with RPA Coordinator

THE HANGU MEDICAL PROGRAM

INTRODUCTION

During the past three months the Medical Program has been challenged with continuing to provide basic curative and preventive services in Pakistan and at the same time preparing the refugees for their return to Afghanistan. A number of factors affect the perspective and mood of the refugee population presently served by IRC in the Hangu area. The refugees were exhilarated as the last Russian troops left Afghanistan in February. However, this feeling soon gave way to grave concern over the terrible fighting in Jalalabad. The seriousness of the situation in Jalalabad has become very real to the Afghans and to relief workers in Pakistan as new waves of refugees have streamed across the border. One has only to drive an hour from Hangu to see a vast tented village where newly arriving refugees are being sheltered.

These events have caused great anxiety among the Afghans. However, rather than immobilize them, this situation has created a renewed desire on their part to take control of their lives. This has been reflected among the IRC staff, who have come forward with advice and ideas about how to respond to the needs reflected by the current situation. As the medical program encounters challenges, the Afghan staff have offered their counsel and professionalism in problem solving and a true sense of teamwork exists. The desire of IRC's Afghan medical staff to be involved in planning for the future of Afghanistan's health infrastructure is inspiring. Of equal importance is the involvement of camp elders and other leaders, the refugees themselves, in indicating how best to address their needs.

PUBLIC HEALTH

Male Community Health Worker Training

The Hangu Medical Program has trained 19 CHW's this quarter. Presently 614 are active in the camps, from a total of 625 trained since the program began. The success of the Community Health Worker as a community resource continues to be assessed. Primary goals of the program were: a) providing motivation for involvement of community members in health care issues; b) access by the community (in groups of thirty families) to a health worker trained in basic health care; c) decreasing patient demand on the Basic Health Unit (BHU) doctor (both by treating common ailments in the home and by being a referral resource in the community for the BHU doctor; and d) decreasing the amount of drugs being dispensed by the BHU.

The CHW concept has increased community awareness of basic health care concepts and has facilitated community involvement in health care issues. Numbers of patients seen in the BHU have, however, increased as has drug usage by the BHU's. CHW's are referring individuals to the health units for appropriate treatment by the doctor, and this practice is expected to continue. In the coming months efforts will be made to emphasize the function of the CHW as a community resource person. His role will change to one of an individual

providing appropriate technology in the building of an infrastructure for community health and the management of community resources.

To help the Community Health Worker redefine his position in the community, health workers trained in the future will be called Village Extension Workers (VEW's). One thousand such workers will be trained by the end of this year. They will receive the basic Community Health Worker curriculum, however the curative or medicinal aspects of the previous training will be deemphasized. In addition, modules will be added in hygiene and sanitation, nutrition, agriculture, appropriate technology, mine awareness, community development, and medical program administration (with stress on starting health worker training programs in Afghanistan). IRC is coordinating with other voluntary agencies to strengthen the VEW curriculum and anticipate that the primary source of encouragement and feedback will be IRC's Afghan staff. As outlined below, other IRC programs in Pakistan will be asked to participate in VEW training, thus broadening support for this program and informing the refugees of its importance

There has been on-going enthusiasm by the refugees for the CHW training program, and it is anticipated that support will increase among the community for IRC's efforts to provide for them an individual who will be a more broadly educated resource for his family, extended family, and immediate community upon his return to Afghanistan.

CHW's who have already been trained will be upgraded so that they will be able to offer these proposed advantages to families they have already been serving, in addition to those with whom they come into contact in Afghanistan when the refugees begin to return.

In January, a workshop was completed on Primary Health Care for all of the BHU staff. A more integrated health care system was created through this workshop, and the Community Health Supervisors (CHS's) along with all of the CHW's have a much better working relationship with the doctors in the BHU's as a result. In turn, the doctors have begun to take a more active role in monitoring the work of CHS's and CHW's.

Some CHS's and Motivators have been lost to other programs, or in the war, so the program is in the process of recruiting and screening individuals to be trained in these positions starting in May, 1989 in the Darsamand Training Center.

Because the health workers serve as volunteers without compensation, motivation is an issue. It is anticipated that as the knowledge base of these volunteers is expanded and their role as a resource to their extended families is demonstrated, their recognition and prestige will increase. If compensation is required by the individual, he will be trained in how to generate the community support which allows a proposal to be formulated or a stipend to be granted by the community. This training will take place through the Public Administration module which includes mobilization of community support.

CHW HOME VISITS AND REFERRALS
January - March, 1989

CAMP	CHSs	CHWs	HOME VISITS BY CHWs	NO. OF PATIENTS REFERRED TO BHUs
Kata Kanra	1	35	12,367	1,759
Lakhti Banda	3	81	9,151	2,361
Kotki I	1	29	4,591	2,376
Kotki II	0	27	3,156	893
Moh'd Khoja	2	51	5,676	1,328
Naryab	1	28	3,336	721
Doaba	1	37	2,859	1,232
Darsamand	3	74	7,708	1,244
Dallan	3	80	4,872	193
Thal I	2	54	4,839	3,407
Thal II	2	36	2,766	1,921
Kahi	1	83	10,188	4,666
TOTAL	20	616	75,032	22,451

Village Extension Worker (VEW) Training

Previously trained Motivators and Community Health Supervisors are recruiting candidates for training from the Hangu - Thal refugee camps. Sixty are in training now. The training will be four months in duration, consisting of the basic health worker curriculum core with modules added towards the end of the training.

Modules are being prepared by the Public Health, Rehabilitation, Self Reliance, Public Administration and Medical Programs. Coordinators from these programs have been enthusiastic in their support for the training modules, which are also viewed as valuable resources for other groups and organizations. Trainers from the various programs preparing the modules will conduct the teaching.

Because of time and transportation constraints, it is presently impractical to recruit candidates from Afghanistan for Village Extension Worker training. However, any who do apply from Afghanistan will be accepted enthusiastically. VEW training will be offered as an option to the Rehabilitation Program for Afghanistan's (RPA) training efforts. If enough interest can be generated by individuals sent from Afghanistan, a group will be housed in the Darsamand training facility and trained there before their return to Afghanistan.

The need to coordinate module teaching with the Village Extension Worker training has fostered better coordination between programs in IRC. This is greatly needed now as the various project managers are being asked increasingly to

perceive their work as part of a integrated effort in helping the refugees prepare for their return to Afghanistan.

Female Health Worker (FHW) Training

To achieve the goal of training as many FHW's as possible before the refugees return home, the number of trainers has been increased from six to 11.

One hundred and seventy four FHW's have been trained this quarter, with the total trained since the program began at 867. Presently, 99 women are undergoing training. In the past three months these women have reported attending 484 births, and referred 1,222 pregnant women and 4,603 children to the Basic Health Units for care.

Four trainers are now conducting refresher courses for FHW's previously trained. Two hundred FHW's have completed their refresher course, at the end of which missing items were replaced in their delivery kits and they were given chadors (traditional shawls) and IRC certificates. This quarter 240 women received the refresher course. On the first day of the refresher courses trainers are doing an assessment to help evaluate how much the FHW's have retained since their initial classes. This is giving some idea of what the women have remembered and what they need to review further.

Ante-natal care is an important part of the program. Training in knitting (which takes places during the Ante-Natal/Immunization Program) has been a useful technique for introducing trained FHW's to prospective patients in the camps. This familiarity with the FHW facilitates the refugee women calling the FHW for assistance at the time of labor.

The supervisor of the FHW training program and her assistant participated in the Primary Health Care workshop organized for tne BHU staff at the beginning of this quarter. There they were able to share the goals of the FHW program with men, who because of strict purdah (seclusion) of women have not been able to see or fully understand the concept or content of the FHW program.

In February FHW trainers attended a three-day communications workshop. The workshop was held jointly with the Save the Children Fund UK (SCF UK) organization which has Lady Health Visitors (LHV's) running a similar program. Having both organizations participate was mutually beneficial. Both groups of women where encouraged by meeting women involved in parallel programs and teaching the same subjects in different situations. Through three days of discussions, role plays, and other active participation the staff looked at their purpose in teaching, the importance of motivation, making lesson plans, doing self assessments, and the role of a teacher. The women returned to their work with renewed enthusiasm. We look forward to more workshops of this kind.

Two new topics have been introduced this quarter. A number of FHW's have been involved in doing a malaria survey, to assess the perceptions of Afghan women in the camps towards malaria. This will be expanded to involve the FHW's in the development of appropriate teaching materials for malaria control programs in refugee homes. Mine awareness has also been introduced as a new topic. Three FHW

trainers have been trained in mine awareness. The training was conducted by representatives of the UN Coordinator's Office. The FHW trainers now await the teaching materials that will enable them to conduct the sessions which disseminate knowledge about mines, first to their FHW's and then the camp population at large.

The FHW Program has offered valuable insights into how success can be achieved in similar programs. Female visitors to the program are impressed by the enthusiasm and creativity of the Afghan women involved. The input of the Afghan women is important to the program and their suggestions and directions for improvement have ensured its success. Important lessons IRC has learned suggest the use of alternative activities such as knitting sessions to familiarize refugee women with the FHW's. Further incentives for ante-natal visits are 'gift' packs presented to mothers of newborns offering items which contribute to hygiene and cleanliness. Participation in the orientation of the BHU staff to the work of the FHW has had a positive effect on community support for the program. it is also important to make the FHW feel an integral part of the infrastructure of basic community health, and for the FHW to be familiar with the various parts of that infrastructure and be able to access programs on behalf of patients who need additional help. This process is aided by gaining the support of the BHU doctor and professional staff.

FEMALE HEALTH WORKER TRAINING
March 1989
Initial Refresher Course

CAMP NAME	NUMBER OF TBA COURSES	NUMBER OF TBAs IN TRAINING	NO. OF TRAINERS
Kotki I	20	99	7
Thal II	10	56	4

SUMMARY OF FHW ACTIVITY

January - March, 1989

CAMP NAME	TOTAL FHW'S ACTIVE	BIRTHS ATTENDED	# CHILDREN REFERRED TO BHU	# WOMEN REFERRED TO BHU
Kata Kanra	182	33	69	52
Lakhti Banda	140	94	1,251	289
Kotki I	7	22	-	-
Kotki II	6	4	-	-
Moh'd Khoja	35	41	226	170
Kahi	12	37	354	166
Doaba	21	38	78	54
Darsamand	20	16	178	30
Dallan	195	67	128	176
Thal I	87	35	863	289
Thal II	112	55	1,335	234
Naryab	50	42	101	64
TOTAL	867	484	4,603	1,222

Other Training Categories

Some pressing and immediate needs have affected the necessity to train new staff in various areas. This quarter some members of the medical staff have joined RPA to be trained as vaccinators for work in Afghanistan. These workers volunteered for the training, but as a result, Dispensary Health Workers (DHW's), Dispensers, Malaria Supervisors and Vaccinators (previously trained to a lower level) were lost from the BHU's. It was possible, however, with the support of the BHU doctors to make the staff adjustments necessary to provide adequate medical coverage. Small training programs for DHW's, Dispensers, Malaria Supervisors and Vaccinators will begin in May, 1989. This training will be provided and supervised by the BHU senior physician and much of it will be done on-the-job.

Because of the continuing recommendations of international agencies to address the need for trained medical technicians for the return to Afghanistan, IRC is formulating Dental Technician and Microscopist training programs. The Dental Technician training program's curriculum is now being developed by the IRC dentist and a dental surgeon who has taken responsibility for the training program. The dental surgeon previously had charge of the CHW training program, so is familiar with medical training programs, and has great enthusiam for the Dental Technician concept. It is proposed that these individuals, 16 to 20 in number, will be able to do scaling (cleaning) of teeth, place temporary fillings and do nerve blocks to perform tooth extractions. They will also be trained in community education in preventive dental care. It is proposed that their training take place in Mohammed Khoja camp, where an unused building already houses the dental clinic and where there is space for a classroom and practical training area.

The Microscopist training program is being developed to meet guidelines set down by Agency Coordinating Body for Afghan Relief (ACBAR) and the Italian Corporation for Development (ICD), organizations charged with the standardization of voluntary agencies' relief and training efforts (ICD has historically been responsible for monitoring TB detection and treatment in Afghan refugee camps). it is anticipated that the trainees would number 16 to 20 and would be trained in the Darsamand Training Center. If possible, IRC will include as trainees battlefield/mine field amputees whose handicaps make their future in Afghanistan unsure.

Ante-Natal/Immunization Outreach Program

Fewer ante-natal visits and fewer births were reported in the Maternal and Child Health Centers (MCH's) in March than in the first two months of this year. This was in part due to fewer work days, and some turnoil in the camps. Of interest is the fact that March last year showed the same decrease. lady Health Visitors say "it's just the season". Comparing this quarter to the first one in 1988, there is no significant difference in numbers attending clinic. It is estimated that of the women reporting deliveries, the 65 percent who received ante-natal care is close the number of women receiving care last year.

The program continues to face many obstacles which preclude women from seeking ante-natal care. Women do not see the benefit of regular care, are timid about admitting they are pregnant and reluctant to let anyone examine them. Many have difficulties getting into clinic for a combination of reasons, such as distance and husbands who restrict their traveling.

Encouragement of women to consider birth spacing is most difficult. Frequent pregnancies, common to Afghan women, have a negative effect both on the mother and child, increasing their risks of morbidity and mortality. However, birth control is seldom asked for. Throughout the eleven camps there are only about In 60 to 200 women at a time using family planning. Islam and jihad encourage women to have as many babies as possible. Unfortunately, IRC would loose credibility among the refugees if we actively advocated family planning. LHV's in the Maternal and Child Health Centers (MCH's) do, however, provide birth spacing advice and information about contraceptives if women ask for it.

As previously discussed, some innovative approaches have added to the success of IRC's efforts to increase service. The involvement of women in knitting sessions familiarizes them with FHW's and helps ensure that ante-natal visits will continue and that the FHW will be utilized at the time of delivery. Women who attend the BHU with a newborn child who also attended the BHU for ante-natal visits are given a special 'gift' pack (oriented towards cleanliness and hygiene). By questioning women who attend the BHU thirty days or less after delivery who also attended for ante-natal care, we arrive at a rough estimate of the percentage of women being reached. This percentage has increased since the start of the Ante-Natal\Immunization Outreach Program.

The program has had to include post-natal visits (visits after the delivery) as a factor of outreach successes. Post-natal visits are a new facet of the program. Often women are found who had not visited a health facility at all during their

pregnancy, but who are located by CHW's or FHW's doing visits to the home or to one nearby. A frequent finding is that of an infected cord on the infant. All cases are referred to the BHU doctor for an examination of the infant and for immunizations. Now being formulated is a tracing system to check whether the child was actually taken to the BHU, and to be sure that the child's mother does not default on obtaining for the child BCG and polio vaccinations.

The vaccination component of this program continues to be a very active. The numbers of vaccinations performed are impressive, with over half of total vaccinations carried out by the Medical Program (34,500 doses this quarter) occurring through this community-based activity. At the beginning of this quarter, the numbers of individuals receiving their first immunization in a series of three was becoming rare, especially in the BHU's. Later in the quarter, the battle for the Afghan city of Jalalabad commenced, resulting in a flood of refugees across the border, some of whom are settling in with family members in camps. This has resulted in more first immunizations.

As previously mentioned, training of additional vaccinators will commence in May. Teams are being kept mobile so as to be able to address new problem areas as they appear. Two new refugee populations in the general area have been visited and offered support in vaccination programs, although this offer has yet to be accepted. During the coming month of Ramazan, a team of FHW's are reviewing patient records to assess the program's success in providing 80 percent immunization coverage, a goal set when immunization outreach began last year. The program enables many more women to receive tetanus toxoid vaccine, vital in preventing neonatal tetanus in newborn children. These efforts will continue to be strengthened. IRC is determined to keep immunization efforts an integral part of outreach activities.

Immunization

As has been previously noted, a rise in first vaccinations was noted at the end of the quarter due to new arrivals from the battle affected areas around Jalalabad. These new refugees moving in with family members in the Hangu - Thal camps are expected to increase in number, as projected battles for Khost and Ghazni commence. IRC is also prepared to begin vaccination campaigns to meet the needs of new camps just established near the Kohat and Nasir Bagh areas, if necessary.

IRC's Rehabilitation Program for Afghanistan (RPA) is currently involved in the establishment of a freeze point in Afghanistan, and in the training of vaccinators who will utilize that facility and work in outreach programs. IRC has contracted with an agency who has expertise in vaccination to train these workers. It is projected that immunization projects in Afghanistan will enjoy wide community support. There does not appear to be any misconception about immunization among the Afghans IRC is working with. Immunization programs are now commonly accepted as being of great help in combating disease.

Sanitation

Latrine Construction:

Because of refugees' present orientation to returning to Afghanistan, it was predicted that motivation of the refugees to build improved latrines in the Pakistan camps would become increasingly difficult this year. However, the demand for concrete slabs for latrines has been high this quarter. During the past three months 958 slabs were purchased from a factory in Kohat (slabs are now routinely purchased in this way) and distributed to refugees. Through the motivational efforts of the Sanitation Program a total of 847 pit latrines and 12 reinforced pit latrines were established in Kohat City and Hangu - Thal camps this quarter. IRC has been contracted by UNHCR to complete 3,500 pit latrines during 1989, so this is a good start. Sanitation workers have also been emphasizing maintenance of existing latrines. These latrines require protected ventilation, fly (screen and cover) control, and repair of structural breaks. One hundred and eighty nine PVC pipes, 1,306 pieces of mesh wire, and 92 covers were issued. Twelve BHU and six school latrines also received repairs this quarter. CHW's have been helpful in identifying latrines which have required upkeep and restoration.

Sanitarians have also begun a pilot project to improve traditional latrines in the camps of Kahi and Mohammed Khoja. Kahi has a high water table in many areas which has made extensive establishment of pit latrines in this camp impossible. Surface latrines were tried last year, but proved not to be cost-effective.

Many refugees in Kahi are using traditional latrines, which are commonly used in some villages and in the major cities of Afghanistan. They are built against an outer compound wall and consist of a hole in the ground from which waste matter flows into the surrounding public area from an opening in the compound wall. This creates an extremely unsanitary environment. In the pilot project IRC is providing slabs to protect the ground hole in cases where refugees have not reinforced the area themselves. In addition, PVC pipes are distributed so that gases can escape and, most importantly, a concrete square is provided to cover the opening in the compound wall. Refugees are taught that as the hole in the ground becomes filled, they must remove the concrete square and bury the waste matter which has collected.

This pilot project has been successful and if possible, IRC will improve many more traditional latrines in this way. This activity is particularly useful as it can easily be applied in Afghanistan where this type of latrine is relatively standard.

Water Supply:

In water supply activities 585 concrete well rings were manufactured, nine shallow wells were improved and thirteen wells were maintained. Twenty-eight wells required repair to reels. Additionally, well ropes and buckets were issued for 36 wells. Three gravity springs have been improved (in Lakhti Banda, Darsamand, and Mohammed Khoja camps), and the water has been piped to four surface tanks each with 2,500 liters capacity. Each surface tank supplies water

for twenty-five to thirty families. One spring in Lakhti Banda was cleared of mud and roots, which successfully restored water to that area's residents. Sanitarians have instituted this quarter the use of a manhole cover on surface tanks which will be kept locked, but which will facilitate repairs and maintenance. Sanitarians have also been trained this quarter to repair taps and have been given repair kits. This will reduce the amount of time required for minor repairs to be performed after they are reported.

During this quarter 565 shallow wells were chlorinated along with sixty-three surface tanks. Water samples from 42 shallow wells were tested in the Hangu laboratory. After one and a half months of disinfection, 50% of the samples had no fecal coliform. The next water testing will be conducted a month after chlorination and then after three weeks. In another month it can be determined how often wells need to be chlorinated. Chlorination still finds some disfavor among the refugees, and overcoming objections to the chlorine taste continues to be an arduous task. Community education efforts are continuing in this regard.

DACAAR's drilling team was asked to come to three camps to explore the possibility of drilling for water where shallow wells have not been successful. Their investigation showed that drilling in these three areas was, unfortunately, not technically possible, so efforts were abandoned.

At the end of this quarter a portion of the water supply was restored to the Thal area. IRC was asked by camp elders for advocacy on their behalf. Relevant agencies were approached but were unable to easily facilitate the water supply being reestablished. As a temporary measure, a water tanker was sent to the camp, which was declined by the camp elders as causing more problems with water distribution than it would solve. Perhaps they felt that this measure would only prolong the authorities' restoration of the piped water supply. Finally, IRC contacts were able to encourage cooperation at the tube well site, and partial resupply of water was established. Although there is still more to be done, the refugees were relieved after nine months of being without water to receive it just prior to the start of Ramazan when the labor of carrying water is more difficult because of fasting and the drinking of water occurs only after sunset.

Health Education:

A total of 934 health educational sessions were held in the BHU's, schools, and in other gatherings in the eleven sites between Hangu and Thal.

Four IRC sanitarians are also providing health education to newly arrived refugees living in a tented village in Shin Dand camp near Kohat. This is in preparation for the establishment of community latrines in Shin Dand which IRC has been asked to do as an emergency service. Refugees are being taught how to use these latrines hygienically. It is hoped by addressing some of the public health needs of these new refugees the chances of a contagious disease outbreak can be reduced. As the newly arrived refugees are living in tents and in a congested arrangement, there is a high risk diseases being easily spread. The Motivation Team has already begun encouraging the new refugees to dig pits for community latrines. Digging tools were given to the refugees. So far five trenches/pits have been dug and work is now being done on the walls and roofs.

At present more than five hundred refugee families have arrived in Shin Dand, and more arrive daily.

Sanitation also plans to contribute a sanitation module to the training program for Village Extension Workers (VEW's).

Miscellaneous:

Other community work in the Hangu - Thal camps has involved the filling of four stagnant ponds and the pouring of used automobile oil on two others (which destroys mosquito larvae). Garbage was collected from three large areas, and burned.

BASIC HEALTH UNITS

MAIN CLINICS

This quarter 118,615 patient visits were recorded in the health units. This number of patients corresponds with a basic yearly projection of approximately 500,000 patient visits per year. Disease patterns are unchanged from last year, with the exception of measles cases, which have decreased remarkably. However, it is interesting to note a considerable rise in measles patients during March. Only one case was recorded in January, nine cases were seen in February, but in March this figure escalated to 30 (29 cases were in children under five years). We believe this may be due to newly arrived refugee children in Darsamand camp who had not been vaccinated. Upper respiratory infections predominate in January, February, and March. Some cases of chicken-pox appeared in early Spring. Fortunately, meningitis does not appear to be gaining in its incidence (refugee populations in other countries have been particularly hard hit this year by meningitis). The staff continues to watch for any sign of meningitis outbreaks.

Eighty seven TB patients, of which 39 are sputum positive cases, have been registered this quarter. There were some cases who defaulted on their treatment regimes, but during the past quarter doctors have increased efforts at follow-up to homes of defaulters undergoing treatment. Screening for TB is an important part of this diseases' eradication, and 2,236 sputum slides have been examined this quarter, along with reexamination of slides on 512 established cases.

In the last quarter of 1988 many cases of malaria were reported as not responding to chloroquine. Staff doctors felt this may have been caused by non-compliance among the patients. For this reason a BHU supervised treatment of malaria cases was initiated, with home follow-up of defaulters. This drastically lowered the number of resistant cases to three, which is too few to invite extensive blood studies of resistance of the refugee population. Positive malaria slides have been as follows:

	JAN	FEB	MAR
P. VIVAX	195	261	278
P. FALCIPARUM	101	47	16

The peak season for P. Vivax is approaching so IRC is encouraging malathion spraying campaigns by agencies charged with performing this service.

The Eye Team from SERVE comes on every last Tuesday of the month and conducts an eye clinic. In March they saw 182 patients, and accepted 46 of them for surgery in Peshawar.

Three male and two female doctors have been hired to fill vacant posts. The medical officers and particularly the BHU Team Leaders (doctors) have responded positively to involvement of the sanitarians and various outreach workers with BHU staff and coordination efforts. Workshops, familiarizing the curative staff with those involved in preventive medicine, have been enthusiastically endorsed.

An Afghan physician has been selected to take charge of the training programs previously mentioned which are being started to provide medical personnel and technicians for work in Afghanistan.

A misunderstanding occurred with Afghan doctors in February, resulting in their stopping work. Other doctors were able to keep the BHU's open, however, and essential medical care was maintained and the number of patients seen in the BHU's did not decrease significantly. Working together with camp leadership and the doctors involved, the various issues were resolved. Through this mechanism concerns, both of the physicians and the community, are being addressed. Weekly meetings continue to be held in which priorities are reviewed in a group setting.

Among concerns raised by the doctors and the community were those regarding appropriate arrangements for women. As a result, a purdah wall (wall of seclusion for women) was built around Dallan clinic. IRC provided materials and the community provided labor. An additional room has been provided in the Hangu Main Office for women to be secluded while waiting to be seen by the Hangu referral physician. We have tried to recruit a female physician for the Hangu referral program, but have been unsuccessful so far (two candidates have been interviewed).

Basic maintenance of BHU's is an on-going process. Some walls have been whitewashed, cracked ceiling beams were replaced in Doaba Clinic, and nearly all BHU's have undergone minor repairs. In addition, the wound room areas of most of the BHU's have been identified as needing more space and better disinfecting. All BHU's are charged with addressing that problem in the next few months. Space has been created for these areas and cleanliness and sterilization protocols are being improved.

Medical Referrals

This quarter the number of patients referred from the BHU's caused a rise in the number of patients referred to Peshawar. Comparison with the period October - December, 1988 is as follows:

	REFERRED FROM BHUs	REFERRED TO PESHAWAR	PERCENT
OCT-DEC 1988	693	309	45%
JAN-MAR 1989	1103	439	39%

Keeping this comparison in view, the patient numbers have increased but the percentage of the referred patients to the total has decreased. The reason for the growing numbers of patients being referred from the BHU's is difficult to know for certain. There are more new arrivals from Afghanistan who have not had access to good health care. Additionally, this period of the year is considered better for surgery by the refugees, and Ramazan is approaching so individuals want consultation or surgery before Ramazan begins. It is predicted that during Ramazan referrals and associated expenses will drop dramatically. Presently the Referral Program is initiating whatever measures may be necessary to monitor and respond appropriately to any extraordinary increases in program expenses once Ramazan is over.

Clinic Outreach

A number of formal and informal outreach activities have been put in place this quarter by the medical programs. Formal outreach has come from the closer coordination of the FHW outreach and CHW outreach programs. Each BHU physician has gained in his appreciation of the efforts of these outreach workers, and is being encouraged to provide direction and supervision for them. This fosters increased utilization of these workers for such tasks as finding TB or malaria treatment defaulters, infants who did not present for BCG or Polio vaccination, post-natal checks of infants delivered at home, nutritional education programs, and the field testing of teaching materials such as those relating to malaria and mine awareness.

Miscellaneous

One medicine storeroom is located the Hangu office complex, and one in each BHU. Past sources of drugs have been discarded, and we have asked for and been given quotations on generic drugs from a large number of suppliers. The drugs purchased are from IRC's simplified standard drug list, which in most instances is a more streamlined drug list than other voluntary agencies suggest. The post of Senior Medical Officer in charge of BHU's has also provided more direct supervision of doctors' prescribing practices, with feedback being given to a physician who appears to be over-prescribing. As a result of these measures, drug consumption has decreased in the BHU's. It is encouraging that in light of

this fact there has been no marked decrease in the number of patients visiting the health units.

One blood drive was carried out this quarter, with 42 units of blood donated, primarily by BHU doctors and staff.

Family cards continue to be utilized as a demonstration project in one BHU. Both an internal and an external review of this system has been invited during the next month which will offer views as to its usefulness both to the patients and from an epidemiological standpoint. Findings of this evaluation will be described in subsequent program reports.

In the coming quarter the Main Clinics Program will be addressing a number of areas of concern:

-- Giving consideration to the demand for a medical team to be sent to camps, such as Shin Dand, which have been inundated with new refugee arrivals.

-- Improvement of the medicine stores and medicine supply system.

-- Reducing expenditures related to the taking of X-rays in local shops which IRC is currently reimbursing.

-- Better integration of outreach activities with the BHU.

-- Accomplishing the training of various health workers.

-- Reducing the number of patients referred to Peshawar, and gaining better control over that program's expenditures.

-- Conducting a yearly cost-of-living review of BHU staff salaries and ad-hoc employee benefits.

-- Identifying areas in which refugees' dependency on IRC BHU's can be reduced, so as to encourage repatriation as soon as this is feasible.

-- Increasing the Medical Program's involvement with RPA so as to provide whatever expertise possible to the building of a health care infrastructure in Afghanistan.

-- Completion of an assessment of the family card system, to better understand it's applicability to patients and the IRC health care system.

<u>Identification of Mentally Handicapped Children</u>

Two Norwegian social work students chose to do a field study in the Hangu - Thal camps at the end of last year. Their goal was to identify mentally handicapped children in the camps and to gather information about the perception of this disease among the families of these children. The results of their study became available this quarter.

For the purpose of the study the students defined mentally handicapped as a child not able to master the tasks usual for his age. They gave some examples: a five year old not able to dress himself; a six year old who walks and talks like a two year old. Using the CHW network, the students registered 147 children in nine camps. These children included 45 cases of classical handicaps (Downs syndrome, autism and brain damage) and other children having a variety of language and auditive problems. Behavioral problems (aggressive behavior and isolation) were also classified among 14 children.

The families of these children were interviewed and asked various factual questions as well as questions which tried to find out what the parents knew and felt about the problems of their child. A question concerning intermarriage was also included to see if there was any connection between the this and the incidence of mental handicaps. (See Appendix II for a copy of the questionnaire.)

Most parents knew little or nothing at all about the reasons why their children were having difficulty, neither did they understand that their child could be helped or trained in various activities. All but two parents responded "don't know" to a question about the reason for the child's handicap. The two other responses were grounded in superstition. These superstitions revolve around a belief that there is an elf or fairy which haunts people. Further evidence of the extent to which this group is underserved came from discussions held with some of the IRC physicians. Only a few doctors said they had had any contact with mentally handicapped children and that these children were restless and aggressive. They said that sometimes parents would come to the clinic to obtain sedatives for their children. The erroneous notion that mentally handicapped children are aggressive is shown in the following statement made by one of the IRC physicians: "We can't treat mentally handicapped children in this clinic because they are aggressive and dangerous to others". Because of these misunderstandings, the students believe that there are probably many more children with mental and emotional difficulties than those with whom they came into contact.

What was encouraging, however, was the fact that parents did bring their children to talk to the two students. It seemed to the students that the parents were glad that somebody had shown an interest in their child. This was the first time anyone had taken the time to do this. The students are convinced that this shows a willingness on the part of parents to provide possibilities for their childrens' development. This desire can be demonstrated by the case of one family in which there are five hearing impaired children. This family has developed their own form of sign language in order to communicate.

As to the possible reasons for various handicaps, the students have just begun to "scratch the surface". It was interesting to note that of the 147 families interviewed 62 claimed to be intermarried, often through several generations. Other causative reasons could be malnourishment of pregnant women and young children and the fact that women are having so many children. After many births the shape of the pelvis changes and the risk of complications (brain damage) increases. The reasons for behavioral problems are complex. However, the students had the impression that these could be the result of the traumatic upheaval experienced by these children as refugees:

-- Many children have lost one or more of their nearest relatives.

-- They have been witnesses to brutal butchery and death.

-- They have fled from their mother country and are now living in a strange environment.

-- The family structure is dissolved.

-- The parents, themselves, have psychological problems and child abuse is usual."

Education of parents and doctors is key factor in helping mentally handicapped and emotionally disturbed children in the Hangu - Thal camps. Beyond this we can begin to look at specific activities which can be developed to help. Teaching sign language to hearing impaired children could be undertaken, perhaps by a volunteer, in the future. IRC has had great success with Special Education for Cambodian refugee children in Khao I Dang camp in Thailand and in camps along the Thai/Cambodian border where similar lack of knowledge about the problems of this group had kept them from living their lives to the fullest extent. Through this program, for example, a Cambodian language sign language was developed and mentally and physically handicapped children were afforded specialized education. If some of these efforts could be duplicated in Pakistan, or in Afghanistan, many parents and children could be helped.

MATERNAL AND CHILD HEALTH CENTERS (MCH)

The total number of children attending the MCH this quarter was 22,427. The total number for the same quarter of 1988 was 23,537. This quarter the actual number of patient visits (including visits for weighing and repeat visits) was 40,055, down 26 percent as compared with the same period in 1988. The actual number of children attending the MCH's to be weighed and vaccinated (with or without complaints to see the doctors) remains about the same. Any decrease is attributed to a fewer number of children attending the special feeding program, which is being phased out in its old form.

The numbers of new children registered in MCH, ages 0-5, was 2,069 this quarter. Most encouraging is the fact that 89 percent of the newly registered were under one year of age, with 58 percent under one month of age. These are the program's target groups; as this is the time to start vaccinations and plotting the child's weight on a 'Road to Health' card.

Ear, nose and throat infections are the major cause of complaints at this time of year. This is related to the cold weather, people staying indoors more, poor nutrition (fewer protective foods) in the winter, and later in the Spring, to allergies. The incidence of diarrhea and dysentery, which never disappear from the camps, is typically low during these months, probably because during this time exposure to causative factors outside the home is lowest. As the weather changes, upper respiratory problems will decrease to be replaced by the gastrointestinal spectrum of complaints. Spring is also the season for mumps and

chicken-pox. Chicken-pox has increased, although the incidence of mumps has not been remarkable. This is usually the season for measles, but with increased immunization efforts there has been a significant decrease in the numbers of measles cases this year.

In Lady Health Visitor (LHV) meetings, some guest lecturers have presented thought provoking topics. Dr. Mejid Molla and Dr. Aisha Molla from the Agha Khan Hospital in Karachi presented their research on oral rehydration solution (ORS). They are pioneers in the field of using cereal products (rice, wheat, corn) as alternatives to using sugar in the WHO formula for a salt and sugar ORS solution. It may be possible that this cereal based ORS, which is believed to be just as effectual, will at the same time prove more acceptable for mothers in the Hangu - Thal camps.

This quarter presentations have also been given by the Sanitation and Agriculture Programs. Better integration of these programs with the medical service, and ways these programs could mutually assist each other were discussed. MCH is placing more emphasis on home visits for all aspects of the program (malnourished children, ante-natal defaulters, and postnatal visits). Being in the home and family situation enables the LHV's to see the family members, and to encourage family to take the assistance offered from the various IRC programs. Sanitation includes latrines and clean water sources which make a difference in how easily disease spreads within the family and community. Through agriculture it is possible to distribute seeds which encourage kitchen gardens, especially in homes where women are widowed or there is no one in the family bringing in an income.

Nutrition Education Program

The Special Feeding Program in its old form of having mothers with their children attend the clinic daily to receive cooked cereal and milk and be given the same to take home is gradually being eliminated. The Nutrition Education Program is more family oriented, and is centered around home visits, cooking demonstrations and helping the mothers to become independent, responsible and creative.

The new program has been started in Mohammed Khoja, Kata Kanra, Kotki I, Darsamand, Thal I and Thal II camps. As this program is being initiated, the staff is gaining a better understanding of the personal situations of refugees, and getting a clearer picture of the inter-play between nutrition, hygiene, disease, and malnutrition.

For some children low weight is in direct correlation with their poor nutrition, not being fed solid food at an early enough age and/or not having enough protein in the diet. Sometimes this is due to a lack of money for food. It is heartbreaking when mothers say they do not have enough oil or sugar to add to the food to increase calories (oil is also essential to Afghans to create a palatable taste). Mothers in poorer families sometimes have only naan (flat bread made of wheat which comes in their food ration) and tea through the day and maybe one meal of cabbage or an inexpensive vegetable. In cases like these LHV's teach mothers how to make nutritious meals using the most inexpensive foods. In a home visit recently conducted in Mohammed Khoja mothers were shown how to make a

porridge from wheat, water and a small amount of sugar. As often as possible, foods already in the home are used in these demonstrations. However, in the very poorest of families, LHV's bring some of the necessary foods along with them.

Average families, even though they can afford little, are able to supplement their rations with food from the local bazaar. In these families the program has found that children are undernourished, not because of insufficient food, but because of a lack of understanding about nutrition on the part of the caregiver. Much time is spent with these mothers teaching them about proper weaning practices, appropriate foods for their children and good nutrition for the whole family.

Other children are malnourished because of chronic diarrhea, dysentery and infections caused by poor sanitation and hygiene. In-home treatments for diarrhea (such as the use of ORS) are reinforced with these mothers and they are encouraged to maintain a better level of cleanliness in their homes. If necessary, a sanitarian may be called in to assist.

The results of the new program are very pleasing so far. Families are responding positively to the home visits, and children under care are gaining weight. We are involving fathers, grandmothers, and older siblings, and making sure they understand the seriousness of the child's situation and how they can all help.

This program has shown IRC staff the effectiveness of a personal rather than an institutional approach to a specific problem. On the first visit to a family in Mohammed Khoja an extremely depressed atmosphere prevailed among the women. All of the women had either lost husbands to the war or were without male support because their husbands were away fighting. These women were to a great degree dependent upon the charity of their tribe. Initially, the women were guarded and even exhibited some hostility toward the visiting staff. The concerns of the LHV's about improper nutrition must have seemed trite in the face of the daily struggle these women must endure. Over an hour was spent in the home of this family talking with them about their lives. Two women cried openly as they talked about the burdens of their miserable existence. By the time the team left, however, the women were relaxed and urged the LHV's to return soon. On a subsequent visit, about three weeks later, the women welcomed the IRC visitors and participated eagerly in the lesson and cooking demonstration.

This kind of activity is a example of the trust building process which is at the heart of every IRC program. It takes sensitivity and a great deal of patience. In the case of nutritional education the results have been excellent.

<u>Demonstration Rooms</u>

Demonstration rooms are attached to every MCH. Here groups of five women at a time are taught basic health topics. Presently teachers are emphasizing nutrition and hygiene. The limit of working with a few women at a time allows close interaction and questioning.

BBC health education tapes in Pustho have been obtained and listening to these has been a pleasant change of pace for the women. However, the first time these

tapes were played, a complaint was received from the Afghan men who had not heard the content of the tape, but had heard a minute of music that signified the ending of one topic and the beginning of another. They complained that it was disrespectful to have women listening to music during the jihad. Now CHS's and CHW's listen to the tapes before they are introduced to the women. This way they can see for themselves that the tapes are educational and not recreational. This kind of misunderstanding is common in this community and points up the great necessity for consultation as each new step is taken.

DENTAL PROGRAM

The dental program has met with tremendous success. The major medical procedure the IRC dentist performs is the pulling of nonviable teeth, which speaks to the poor state of dental health present in the camps. Male patients have outnumbered females two-to-one, but women have been allowed to visit the male dentist. Children represent a small minority of the patients. To increase the number of women and children served, an additional dental chair has been added and efforts are being made to recruit a female dentist (the single candidate identified left for the United States soon after her application).

The number of patients seen in the dental clinic this quarter was 1,195. In March 177 males were seen, 86 females, and 26 children, which is representative of patients seen so far in the program. Extractions in March were the most predominant procedure. As trained Dental Technicians are prepared for their practical work (as explained in previous paragraphs under OTHER TRAINING CATEGORIES), the ability to see greater numbers of refugees for dental problems will increase.

LABORATORY PROGRAM

IRC continues to operate the most comprehensive laboratory facility for refugees in North West Frontier Province with eight microscopists, three laboratories, and a correspondingly high work load.

A example of the number of tests performed for March alone is as follows:

Sputum examination for TB	725 slides
Blood tested for malaria	1,169 slides
Stool exams	874 samples
Other clinical tests	412 tests
Water samples tested	29 samples

Over the past quarter there has been a sharp increase in the number of TB slides for microscopic examination (indicative of improved follow-up procedures for patients undergoing treatment).

IRC staff have been involved in the standardization of a practical examination curriculum for the training of microscopists for work in Afghanistan. These

efforts have been approved by ACBAR. They are designed to produce microscopists proficient in the microscopic examination of TB and malaria smears, identification of diarrhea-causing parasites, and simple hematological and urine analysis. The training includes administrative tasks necessary for the introduction of a simple diagnostic lab to clinics/BHU's inside Afghanistan.

IRC hopes to implement a microscopist training program in the near future. A program manager position for this work was advertised in the last week of March.

THE EDUCATION PROGRAM

INTRODUCTION

The Education Program offers a variety of learning opportunities to a broad spectrum of Afghan refugees. Traditionally, the program has focused on secondary and post-secondary education. Now its scope of activities has become much more wide-ranging. Elementary instruction at the primary level has been included through the Hangu-based program, and with the transfer of the Mother-Child Center projects to Education this quarter, early childhood development offers yet another component to the program. The diversity of the Education Program reflects not only the many needs which exist among the refugees, but also the ability of the Afghans who are working with IRC to advocate for and implement projects which are appropriately responsive.

The future of Afghan refugees in Pakistan is unsure at present. Russian troops have withdrawn; however, fighting in the country has intensified. The Afghan commitment to freedom is powerful -- one 12th grade student of IRC's Experimental School died fighting in Jalalabad in March. The uncertainty of the current situation has placed great stress upon the Afghans working in the Education Program as they strive to give the program direction and purpose and at the same time contend with personal anxieties. Despite these difficulties, however, the program continues to strengthen and has become increasingly refined.

IRC programs are providing greatly needed training opportunities for Afghans who will assist in the rebuilding of their country. Every 12th grade student at the Experimental School wants to be an engineer or a physician. Without the chance to continue their education in Pakistan these goals might never be realized. Similarly, students in the Construction Engineering and Construction Supervisor projects and at the Teachers Institute are being prepared for their part in the future of Afghanistan. Additionally, the program is providing manpower for the relief community. There is a desperate need among voluntary agencies for Afghans who can speak and are literate in English. Students and graduates of the English Language and Journalism Programs are constantly being chosen to fill a variety of positions with relief organizations in Peshawar. Successful rehabilitation and reconstruction of Afghanistan is to a great extent dependent upon education. This is an underlying theme which has helped the staff to maintain a sense of purpose and confidence in what is being done.

In the meantime, programs not specifically geared to reconstruction must continue indefinitely. These would include projects which provide general support to primary and secondary schools, such as the five Inter-Party Schools and the Hangu-based program. Children and youth benefitting from these opportunities have already had their education interrupted in having to flee from Afghanistan. It would be a great disservice to these young people if their schooling had to be stopped again until schools could be rebuilt and an education system reinstalled in their villages in Afghanistan.

THE ENGLISH LANGUAGE PROGRAM

The English Language Program (ELP) is a self-help effort of Afghan and international men and women. Its purpose is to provide quality English language instruction and training to Afghan refugees who will use those skills to explain their jihad to the world and assist the Afghan people in rebuilding their nation.

Two language teaching specialists arrived this quarter to assist the Men's and Women's Programs. ELP staff and students have already benefitted from the extra attention and ideas generated by these two professionals. In addition, the Afghan administrator at the ELP Board (Board is a suburb of Peshawar) extension has now assumed full administrative duties at main ELP office in University Town.

Workshops and seminars attended by ELP staff this quarter include the IRC Conference in Islamabad February 23-25, which dealt with the future role of IRC in Pakistan and Afghanistan, and a five-day management training workshop entitled "Office Administration," offered to Afghan staff by IRC's Public Administration Program from March 5-9. Two female ELP administrators were among the participants all of whom gained valuable knowledge and insights as a result of this training.

There has been a concentrated effort to provide more visual materials to all the teachers at ELP, Board extension, and the Hangu and Outreach programs. Over 50 pocket charts have been made and delivered to all the programs. Almost 300 pictures, chosen with the Afghan culture in mind, were mounted and delivered to the various programs. In addition, almost 1,000 visuals are being created by three staff artists, while another team has been busy coloring the results. All of this has done with the objective of making the ELP more relevant to the Afghan experience.

Women's Education Program

The Women's Program reopened in January at IRC's Lycee Malalai School after classes were temporarily suspended for nearly two months as a result of male student unrest concerning education for women. The remainder of Term 88-3 was completed in the temporary location while administrative staff searched for an alternate classroom facility near University Town, Peshawar.

Students began Semester 89-1 in a new building on March 5, 1989. Because of the new location and its security, the program's enrollment now totals 230 students. There are 14 classes and 18 staff members. An opening and graduation ceremony was held on March 26 at which eleven students graduated from Terms 88-2 and 88-3. The ceremony was attended by several guests from IRC and other agencies and schools in Peshawar.

Representatives from the Canadian and American demining teams spoke to a group of 25 female educators and students about the importance of mine-awareness in training programs. To assist with mine-awareness efforts, ELP students have successfully advocated that the BBC, which will transmit mine-awareness messages, broadcast in Dari as well as Pushto.

WOMEN'S ENGLISH LANGUAGE PROGRAM 1989 Enrollment	
Class	Students
Beginner A	21
Beginner B	20
Beginner C	20
Level IA	25
Level IB	30
Level 2A	12
Level 3A	11
Level 3B	20
Level 4	16
Level 5	18
Level 6	7
Children's Class:	11
Student Total:	246

Men's Education Program

Despite some initial apprehensions, Term 89-1 is going smoothly at the Men's Program. The apprehensions were a result of administrative changes designed to improve the quality of instruction and of students' English standards. The term was lengthened from four to five months and the study week shortened from five to four days. ELP instructors attend teacher training workshops weekly on the fifth day of the week.

The men's program administered the first exam of the term 89-1 in February. Of 1,037 men who took the test, 557 passed and 480 failed. This semester, for the first time, the passing grade was increased to 70 percent (previously it had been 65 percent). This explains the high number of failures.

Currently there are 1,186 students enrolled in 65 classes with five full-time instructors and 40 ad-hoc instructors.

Teacher Training

There has been a significant change in the format of the weekly teachers' meetings over the first quarter.

Meetings begin as usual with announcements and ELP issues that might concern the teachers. This is followed by a new feature called "The Book of the Week."

Every week, a book is selected by the Academic Manager and discussed in terms of its possible appropriateness as supplementary material for classroom use. Each teacher is given a copy of the table of contents and a sample illustration to use as a starting point for discussion in their level meetings. Shorter training issues and ESL teaching techniques are then introduced and demonstrated. These have included:

-the principal thought diagram and tellbacks as a strategy for improving student concentration and comprehension in silent reading exercises;

-using backward build-up as a means to improve students' ability to handle more complex sentences;

-a practical demonstration of drawing stick figures;

-vocabulary -- from pronunciation to meaning, and

-using the ELP library as a resource both inside and outside of class.

The Academic Manager for the Men's Program began a Potential Teacher Training (PTT) seminar in February which was attended by nine teachers. PTT was proposed as a means of standardizing the initial training an ELP teacher receives. Classes ran through the end of this quarter. A manual specifically tailored for new teachers and the New InterCom textbooks used in the ELP system, has been developed and distributed to participants.

ENGLISH LANGUAGE PROGRAM -- HANGU

From its small beginnings in 1986 as an Outreach Program, the English Language Program in Hangu (ELP-H) has grown considerably to meet the demand for English language instruction in the refugee camps between Hangu-Thal. At present classes are taking place in six different camps in addition to Hangu itself.

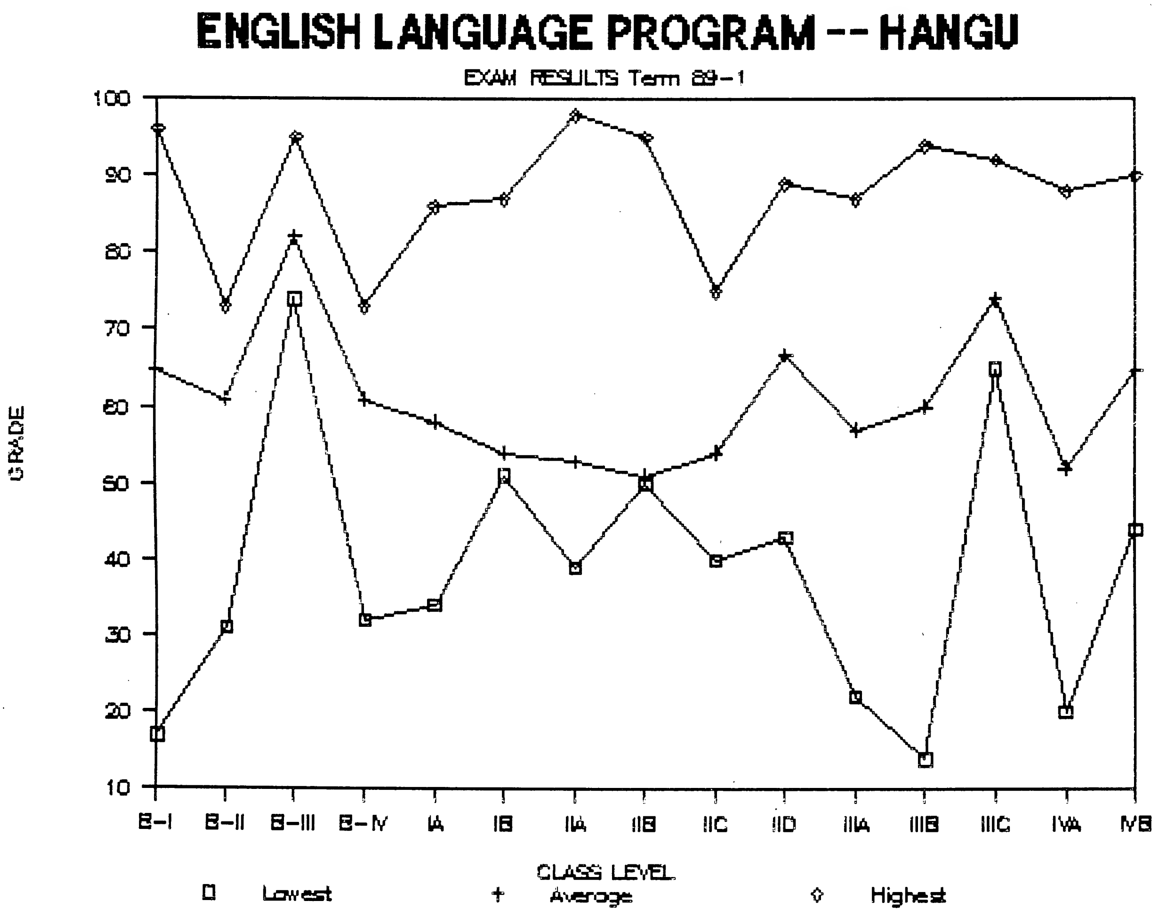
There are currently 316 students and eight teachers in the program. The 17 classes offered range from beginners through Level 4. Classes take place outside the Basic Health Units in the refugee camps and at the IRC Hangu office and Education Program office. In comparison to ELP, facilities and conditions are far more basic; there is a lack of extra teaching materials and classroom aids but the enthusiasm of the teachers and students more than make up for these deficiencies.

A staff member from ELP-Peshawar was transferred to Hangu to oversee the program this quarter. In addition, an office was set up in the IRC compound in Hangu, and an Office Assistant was hired to help with daily operations.

Administrative staff placed new emphasis on upgrading the overall quality of the academic program. Final exams for Term 89-1 were given in February. Placement tests designed to evaluate students' English aptitude were also administered at this time. These tests enabled program staff to place students in more uniform

classes; consequently, there was a major reshuffling of classes, with two new classes formed from larger ones.

Term 89-2 began on March 22nd with a total of 17 classes.



A two-week teacher training workshop was held March 5-15. The aims of this training were to upgrade the teachers' level of English and to improve classroom methodology. The workshop was held at the Darsamand Training Center and run on similar lines to the PTT seminars held at ELP-Peshawar. Topics included how to present vocabulary, use flashcards and pictures, and the importance of lesson planning. After a presentation of ELP methodology, peer teaching and practice followed. Guest instructors visited from ELP-Peshawar to present specific workshops on pronunciation and drills. The teachers' enthusiastic response to this attention is reflected in their teaching; however, the need for reinforcement in the form of further intensive courses is evident.

A goal of the program is to develop a resource cabinet in the office for teacher use. Reference materials, books, and cassettes are being collected for staff who wish to improve their English skills and teaching methodology. Lockable metal boxes were purchased for each BHU and contain the New InterCom text, tape recorder, cassettes, extra textbooks, pictures and flashcards. This solved a

problem of transporting these materials to and from class. The problem of communication between camps was resolved by hanging notice boards at the BHU's. Additionally, a mailbox system was initiated at the main office.

In an effort to provide convenient class locations, an arrangement has been made with the Medical Program to hold camp-based classes in the Basic Health Units. Lessons are also given in two Hangu-based sites -- the Main Office and the Education Office.

WOMEN'S HIGHER EDUCATION

Medical Translation

The Women's Medical Translation course, which began in September, 1988, was completed in February of this year. Nine students took a final written exam followed by an oral translation exam at a clinic at Nasir Bagh camp outside of Peshawar. All did an excellent job, with four women having a final average over 90 percent and all others above 80 percent.

The students participated in a graduation ceremony on February 21. Already two of the graduates are employed in translating curriculum material for the proposed Health Education Training Program. In addition, two graduates found positions at IRC's Health Education Resource Center as writers and translators of health education stories for Afghan school children.

Health Education Training Program

During the quarter, a proposed project to train Afghan women as health educator trainers was developed by the Program Manager. In March a survey was developed to ascertain the level of interest in health education, teacher training, and in learning how to use computers among Afghan women. The survey included questions as to whether women would be able to go to refugee camps close to and/or far from Peshawar, if married, number of children, if they were presently working, what type of work, their home in Afghanistan, and the subjects they were interested in studying.

The survey was sent out to girls high schools in Peshawar; there were 120 respondents who varied in age from 14-39 years old. Seventy-eight percent of the respondents were from Kabul, five percent were from Jalalabad, four percent were from Kunduz; there were two women each from Laghman and Parwan, and one individual respondent each from Wardak, Baghlan, Logar, Helmund, Kohistan, Ghazni, and Kandahar.

All applicants were invited to take a general knowledge entrance exam for this proposed Health Education Training Program on March 27th. Ninety-two women took the test that day. Forty-two women have been selected, as a result of test scores, to participate in an extensive interview to select the final 25 candidates for the program. Final interviews will be conducted in early April.

Based on the level of interest in health education among Afghan women the Program Manager is currently developing a course outline for the program and has submitted proposals to two funding sources. If funding is received, the program will be transferred to IRC's Health Education Resource Center and classes will begin in early July.

Introduction to Computers

In September students were offered a beginning typing and computer course through the Women's Higher Education Program. In the Spring two computers were installed and a four-week computer course, "Introduction to Computers," ran from March 13-April 4. Initially 11 students came to the course but this number dropped to eight regularly attending students. Students were divided into two classes which met twice a week for an hour-and-a-half.

The course began with an introduction to the parts of a computer, proper care of computer disks, and an explanation of the differences between the typewriter and computer keyboard. An introductory 25-page booklet on computers, written by two summer interns in 1988, and a variety of hand-outs were also used as learning guides.

One of the goals of the course was to help students learn how to type a simple business letter on the computer and to print it. The instructor believes that the majority of class members have the interest and aptitude to become confident computer users and several show enough promise to eventually apply their skills in an office situation. It has been recommended that IRC institute an intermediate-level computer course as part of an office and administrative skills curriculum, but at present no definite plans have been made.

THE JOURNALISM PROGRAM

The Journalism Program, now in its third year of operation, has sought to bring the level of students' journalistic abilities up to international standards, to teach newspaper production skills and to increase students' awareness of the world around them.

A new term began at the end of January. Activities in the Journalism Program during this term consisted of men's classes at two levels: Level II (18 students) and Level IV (13 students). These classes will end at the beginning of April. Because of the very small number of women (five) interested in continuing journalism classes, courses for women did not resume in January. The feasibility of continuing the women's program is now being assessed. A number of new women's projects are presently getting underway; for example, the Health Education Training Program described above and projects within IRC's Public Administration Program. Thus, even without the opportunities which have existed in the Journalism Program, there are still chances for the few women who can to further their education.

Two issues of Bouquet Among the Ashes (BATA), the program newspaper, were published this quarter. Stories covered such topics as local clinics for war-

wounded amputees, the continuing need for blood donations, local gem markets, Afghan handicrafts, traditional Pakistani truck-painting, and solar stoves. Student contributors were paid by the column inch as well as for their original photography, which appeared in both editions.

Workshops in feature writing and newspaper production were held and students took a complete tour of the IRC Printing Press to see the process by which their writing is published. Since the beginning of the year a record number of students were involved in layout and headline writing for the newspaper.

The March 16th issue of BATA featured a new method of production which increased the sharpness of the type. Stories, entered entirely by three students on computers, were photo-copied directly onto plasticene paper and applied to a layout grid for offset printing. The result was a sharper, straighter layout design which received much critical praise.

Four stories were accepted for the paper from Level II Journalism students this term. Two major class interviews were praised by one interviewee, a Fulbright lecturer in journalism affiliated with Punjab University in Lahore, who said that the IRC journalism students were already far superior in their skill to the students he had taught at the university level.

Many of the Level II and Level IV students have found employment as a result of skills acquired through their studies. The following list is an indication of what opportunities exist within the community.

- Two Level II students were hired by the Afghan Media Resource Center (AMRC) in Peshawar as translators;

- two Level II students became work-study recipients at IRC's English Language Program;

- and another became an assistant to the SWEDISH COMMITTEE's Agricultural Survey Director.

Among Level IV students, who will graduate from the Journalism Program in a special ceremony on April 5th, the following opportunities have arisen.

- One student took a full-time job (which will begin after graduation) as a computer word processor and office assistant in a medical services committee;

- one began a native-language word-processing project for IRC's Education Office;

- one became a full-time secretary/receptionist for IRC's Health Education Resource Center;

- and two students are being considered for fellowships and scholarships in the U.S.; one by the Alfred Friendly Press Fellowship and the other for a scholarship at an American college.

In addition, a Level IV student was promoted at the Experimental School from the position of teacher to head of the English department. One other Journalism IV student, who works for the Health Education Resource Center of IRC, completely laid out and took photographs for that program's new brochure. Two students offered to translate handouts for mine-awareness training being done in Pushto and Dari and their seven-page translations are now being distributed by UN de-mining teams wherever trainings are held.

A new group of Level I students (probably about 20) will begin their course in June. Remaining level II students will meet together with the Level I participants twice a week for the NBC news broadcast provided by USIS and to work on newspaper layout. Level II students will also be encouraged to attend any special workshops or seminars which are conducted. The idea behind arranging classes in this way is to have the Level I and Level II students at the same point in their studies for the subsequent term.

LANGUAGE TEACHER TRAINING PROGRAM

This program has continued to respond to the training needs of English teachers and of Dari and Pushto teachers at refugee schools throughout the NWFP. Through interaction with refugee schools over the past four years, IRC has become aware of the need to strengthen the quality of native language (Dari and Pushto) teaching in particular and this is now a priority of the Education Program. Below is a summary of the activities for the first quarter of 1989. The program has an Afghan Assistant who is working in all areas including administration, observation, translation and writing.

English Training:

Experimental School (ES): To remedy the problem of some students' English skills being weaker than other students in the same grade one of the English language teachers has opened an outreach program at ES. Students who need supplementary study come to the afternoon program where levels beginner through II are taught. Observations indicate that this arrangement is successful.

Lycee Malalai (LM): The new term began in February. A new English department teacher attended training workshops at the women's ELP. During the month of March, there was a heavy influx of new students from Afghanistan and the staff of LM is in the process of adjusting classes to meet the needs of new students.

Outreach Programs: During this first quarter IRC restructured its relationship with these programs. Previously, there was a less standardized policy of assisting these programs on a case by case basis. As the need to systematize these programs arose, the decision was made to provide books and teacher training only.

As has been previously mentioned an outreach program was established at the Experimental School. Also during this quarter two training seminars were given to the Hangu ELP teachers by the Program Manager. The program's new assistant

has created an inventory control system and visited programs to observe teachers training needs. Training for the camp teachers has been scheduled for the month of Ramazan. New textbooks were received after much delay and distributed.

Inter-Party and Commissionerate Schools: Twelve teachers from secondary schools attended a one month training during January. The seminar was formally evaluated to be a success though lessons were learned that can be applied to improve the summer seminar. The problem most frequently mentioned by seminar participants was that they needed living facilities while in Peshawar.

Dari and Pushto Training:

Because of communication problems with schools in the cold areas, which are on break during the winter, a teacher training seminar scheduled for January unfortunately had to be cancelled. However, materials prepared for this seminar were saved to be used in future training.

Pre- and post- reading activities are being prepared for secondary school textbooks for grades 7-10. Activities developed up to now are currently being pre-tested before being formally introduced to the teachers.

Through this project a Dari/Pushto Language Development Department has been organized. This department will offer translation services, through a pool of trained people and also assistance with the development of teaching materials for these languages. IRC's Health Education Resource Center is already utilizing the department's services in the formulation of health education materials for Afghan school children.

TEACHER TRAINING AND TEXTBOOKS

Seminars

Four seminars for training in-service teachers from cold regions were completed during the quarter. These seminars were for science and math secondary school and middle school teachers, English language and lab teachers. A total of 67 teachers participated in the seminars.

Jan 2 - Jan. 31: 22 secondary science and math teachers from cold regions participated, of which 20 were from secondary schools of political parties and two were from a Commissionerate school.

Jan. 4 - Feb. 2: An English language seminar was conducted for secondary school teachers of cold regions. Twelve teachers participated.

Feb. 6 - March 8: 23 middle school teachers from cold regions participated, 20 of whom were from Commissionerate schools.

Feb. 12 - Feb. 28: 10 laboratory teachers participated. A total of 40 experiments in physics, biology and chemistry were performed. One of the

participants remarked that he learned more in the training than he had in his entire education.

Laboratory Equipment

Lab equipment was supplied to Nahid Shahid Lycee, a girl's school, and to a Hezb-e-Islami school in Quetta. A lab assistant briefed the corresponding teachers in the use of this equipment. The Hangu Education program also received equipment and training from the lab assistant.

School Visits

Since instructors were fully involved in seminars, only one visit took place in this quarter to Nasir Bagh, Yosouf Abad and Haripur secondary schools of the Commissionerate. Two Inter-Party schools, Abu Hanifa in Bajaur and Hazrat Osman in Haripur, were also visited by TTT staff. Classes were observed and teachers were assisted, especially in lab work and in techniques for performing experiments.

Textbook Distribution

A total of 33,434 science and math textbooks prepared by IRC have been given to various schools. 18,487 science and math textbooks and 318 teaching aid charts were supplied to party schools, various organizations and the Commissionerate for Afghan Refugees. In addition, about 14,947 copies of science and math textbooks were supplied to secondary schools in Afghanistan and about 11,375 primary school books and some stationary were given to a number of party schools. (For details on textbook distribution please see Appendix III and IV.)

A present concern of the program is how it will continue to support the cost of printing the vast amount of materials produced by the Teacher Training and Textbook Program. As teaching methodologies have continued to become refined through the efforts of the program, more and more materials are being produced. These include not only textbooks and other materials for students, but also many teacher's guides and manuals. Teachers and students both in Pakistan and in Afghanistan desperately need these textbooks and materials in order for their schools to improve. It is hoped that funding can be secured so that IRC can continue to respond to this need.

IRC TEXTBOOK PROGRESS
January -- March, 1989

Grade	7	8	9	10	11	12
BIOLOGY	P + D** D * D +	P x P **	D ** D x P ++		D xx	
CHEMISTRY	D * P +	D ** P x P**	P ** P x	D ++ P x	P **	P * P xx
GEOMETRY		P ** P x	D xx			
MATH	D *	D ** P **	D ** D xx	D *	D ++	
PHYSICS	P *	P ** D x	D ** D x	D xx	D **	D **
GEOLOGY				P xx		

P = Pushto language
D = Dari language

* Printed
** Printing in progress
\+ Reprinted
++ Calligraphy underway
x Translated
xx Translation in progress

LYCEE MALALAI

Final exams were administered from January 3-17 with 58 students taking the exams. Of these, 36 passed, six did well enough to get a second chance at the exam, and 16 failed. At the end of the month a repeat exam was given again to those students who earned a second chance; of these, five passed and one failed. Therefore, a total of 41 students passed the exam, a passing rate of 70 percent.

A graduation ceremony was held for students who completed the 12th grade, the highest level of learning offered by the school, with seven of the eight students attending and receiving certificates (the student not present had emigrated to Canada).

The new academic year began February 1, with a revised timetable for classes agreed upon following a teacher's meeting. The Lycee Malalai currently offers six levels of instruction and two kindergarten sessions. At the beginning of Term 89-1 the student total numbered 127; at the end of the first quarter the

number had grown to 138 students. In comparison with these figures, the student total at the end of March, 1988 was 83 students.

1989 SCHOOL YEAR -- LYCEE MALALAI	
Class Level	Number of Students
Grade 7	18
Grade 8	35
Grade 9	20
Grade 10	21
Grade 11	19
Grade 12	14
	Total: 127
KINDERGARTEN	
Class A	18
Class B	18
	Total: 36

An English language department was established at the school on February 21st. The wife of the U.S. Consul, Peshawar, who has been a volunteer teacher at the school for two years, was named Chairwoman and two deputies from the school staff were elected. Following the formation of this department, all problems linked to English language instruction will be referred to these persons.

Staff participated in the IRC sponsored conference in Islamabad from February 23-25, which focused on the future role of IRC in Pakistan and Afghanistan. Following the conference teachers at the school were given a summary report and the issues of continuing education for Afghan women, involvement with rehabilitation schemes, and IRC's goals and objectives were discussed.

A workshop entitled, "Using Audio-Visual Aids," was presented to 25 teachers of the Lycee Malalai and Zarghona Ana School, a primary school run by the Malalai Principal, on March 12. The one-day workshop was developed and presented by the Education Program's Deputy Coordinator. The goal of the workshop was to help teachers develop skills in the use of visual aid flipcharts.

A follow-up to the workshop was a monitoring session in which the Deputy Coordinator accompanied the Lycee Malalai's Principal on a round of classroom visits to see if teachers made use of flipcharts in lesson planning. The consensus among teachers who participated in the workshop was positive, and it is hoped that more specific training sessions will be addressed in the future. Improving the quality of classroom instruction is a major goal of the program. On-going monitoring of teachers occurs regularly as the school Principal makes monthly rounds of the classrooms specifically to observe teachers.

EXPERIMENTAL SCHOOL

The first semester of Term 89-1 ended in January and exams were administered from the 15-23 of the month. While students were on a week's vacation following the end of term, the administration took the opportunity to make some personnel changes with the idea that there would be a smoother transition if these changes took place during the end of semester break.

Staff changes involved the appointment of several administrative persons including an Acting Headmaster. This was necessary because the school Principal, an Afghan professor, is emigrating to the United States. The expatriate program manager has devoted much time this quarter to the training of the Acting Headmaster in all of the skills necessary to administer the Experimental School.

Additionally, four teachers left the program. Other teachers were asked to teach overtime in order to help manage the classes of those teachers who had left. Forty-five teachers applied for these vacancies. Examinations given these applicants were supervised by school staff, TTT staff, and two prominent scholars. The top three scorers in each subject were asked to present a lesson which was evaluated by the Assistant Coordinator, the Acting Assistant Administrator and a scholar from IRC's Teacher Training and Textbook Program. Three finalists were subsequently hired. The fourth, an English teacher, will present his demonstration lesson early in April.

These staff changes should help to improve the quality of instruction at the school. The Experimental School continues to provide probably the best secondary educational opportunity for Afghan refugees in the NWFP. This is evidenced by the fact that the school continues to receive many 'special' requests for admission of students. The school has managed, however, to maintain a fair admissions policy through which all but a very few (between two to five) students are let in based upon rigorous entrance examinations.

The school renders an extremely valuable training resource which will have a profound impact upon the future of Afghanistan, a country desperately in need of educated professionals. All 28 students in grade 12, for example, wish to follow careers in the highly technical fields of medicine and engineering. The Experimental School is providing Afghan youth with the educational grounding necessary to realize their future goals.

In February Term 89-2 began, the results of the first term were calculated and announced, and awards were presented to the top three students in each class on February 16th. At that time a ceremony called a 'Khatem Quran' was held to

commemorate the withdrawal of the Soviets from Afghanistan. Approximately 240 students began the term in February.

Through outreach activities of the Language Teacher Training Program, extension English classes were started for lower competency students in February. These special courses have already begun to improve both the delivery and comprehension of English medium science and math classes.

In mid-March a number of Grade 12 students and the head of the Math Department went on jihad. Regrettably, one student was martyred and four others were injured when a captured tank they were accompanying was bombarded. The students returned to Peshawar, where a ceremony, or 'fatiha', was held for the martyred 18 year-old youth.

The Charge D'Affaires of Norway visited the school and addressed the students and faculty. Two students from Grade 11 and one student from Grade 12 gave short speeches in which they thanked the generosity of the Norwegian government for providing a specially designed motorcycle for a student who lost the use of his legs due to the war in Afghanistan. All personnel at the school, including the ex-Principal and other personages, attended the reception.

The School Board met during the quarter and created rules concerning suspension, the hiring and firing of teachers, and attendance regulations.

INTER-PARTY SCHOOLS

IRC continues to have responsibility for five Inter-Party schools: Omar Faroq and Siddique Akbar Lycees in Peshawar; Hazrat Ali Lycee in Hangu; Hazrat Osman Lycee in Haripur and Abu Hanifa Lycee in Bajaur. These schools offer education for boys, grades 1 through 12. About 2,000 students are presently enrolled at the five schools.

Abu Hanifa Noman Lycee in Bajaur was on winter break during the month of January and no teaching took place. When the monitors distributed salaries at this school during the quarter, they took some time to plan the logistics of replacing the old Zahir Shah style textbooks with IRC books when the school year begins in late March.

The first semester ended in January for the four other schools and monitors observed end of term exams at these schools. Results from Hazrat Ali, Omar Farooq and Siddique Akbar Lycees show that 81.9, 44.0 and 43.0 percent of the students passed respectively. Results from Hazrat Osman are still being compiled.

A possible explanation of the large difference in passing rates between Hazrat Ali and the other two schools may have to do with opposite philosophies of the schools in administering tests. When giving end of first semester exams Afghan schools have one of two philosophies. The first is to make tests difficult so that students do poorly and will try harder the second term. The other is to make the tests easier so the students' motivation is increased by the positive

feedback his good grades give him. Hazrat Ali may have adopted the second theory.

In general monitors have been pleased with the progress at these schools. There are some reservations, however, about the quality of teaching at Hazrat Osman school where patronage is a major factor in the hiring of teachers. Through the Inter-Party School Board, which was formed in 1986 when IRC first assumed responsibility for these schools, efforts have been made to manage these kinds of problems. By and large attendance at the schools is good. For example, Hazrat Osman school where problems have been noted, has nonetheless been able to increase enrollment substantially in the upper level grades. In discussions with Afghan monitors, they suggest that IRC's on-going support of these schools is greatly needed as there is not the impression that great numbers of refugees who are enrolled will begin returning to Afghanistan in the immediate future.

INTER-PARTY SCHOOLS
MONITORING AND ADMINISTRATION

January -- March, 1989

SCHOOL	ABU HANIFA NOMAN	HAZRAT ALI	SEDDIQUE AKBAR	OMAR FAROOQ	HAZRAT OSMAN
Monitoring		FEO,AC	FEO,AC	FEO,AC	FEO,AC
Utilities		W,T,E,G	W,E	W,E	W
Rent	B*	B	B	B	B,BR
Salaries	Y*	Y	Y	Y	Y
Materials	T,V,S,O		S,O	S,O	S,O

Key

Monitoring
M = math
B = biology
C = chemistry

MEO = mid-term exam observed
FEO = final exam observed
AC = attendance checked

Utilities Paid
G = gas
W = water
E = electric

T = telephone
O = other

Materials Provided
T = textbooks
L = lab equipment
V = visual aids

S = stationary
O = other

Rent Paid
B = bus rent
BR = building rent (annual)
* paid for March only

CONSTRUCTION ENGINEERING

The original group of students in the Construction Engineering Program completed their second semester on January 3rd. Exams were administered from January 5-22. The results of the exams show improvement compared to the first semester. The maximum passing average was 87.6 percent and the minimum was 58.5 percent, with an overall average of 75.2 percent. Students who successfully completed the three-month pre-engineering course at the end of last year began their first term at the Construction Engineering Program in February. This is the second group of students admitted into the program since its inception in 1987.

At present, there are 12 students in their second year and 23 students in their first year of study at the program. Having completed a year primarily composed of basic science courses, the 12 second year students are now studying more specifically technical engineering courses.

A work-study scholarship was awarded to a first year student after reviewing the student's application for financial aid. There are now three students receiving assistance from the program. As a matter of policy the program staff awards few scholarships and maintains a strict approach to work-study applications in order to prevent a widespread dependency among students.

First year students were interviewed in order to determine their English speaking aptitude. Only four students were found to have insufficient speaking ability. These students have been referred to a remedial English course offered at ELP for further language training. Because instruction at the Construction Engineering Program is carried out in English, this type of monitoring and referral is necessary to keep academic standards high.

Three senior staff who were on the Advisory Board emigrated to the United States during the quarter. Fortunately a senior former professor of the Faculty of Engineering, Kabul University, has recently joined the Board.

CONSTRUCTION SUPERVISOR PROGRAM

An outgrowth of the Construction Engineering Program, Construction Supervisor training aims to teach the skills necessary to supervise construction of simple public buildings, roads and water supply systems; projects needed to assist with the rehabilitation of rural Afghanistan.

Registration was held for the 9-month and 18-month programs on February 15 and 16. Forty-three candidates registered for the 9-month program; 22 candidates registered for the 18-month program. At present there are a total of 59 students attending classes, 41 studying in the 9-month program and 19 studying in the 18-month program.

A number of new instructors were hired for the program this quarter. Some had little or no real teaching experience. To assist them a workshop was held by the expatriate Deputy Coordinator of the Education Program who has specialized skills in teacher training. An instructor of the Teachers Institute also

attended this training. All participants benefitted greatly from this additional attention.

The following are course listings for the two programs:

Construction Supervisor Course Listings
9-MONTH PROGRAM

1st Term	2nd Term
1) Islamiat	Islamiat
2) English	Technical English
3) Basic Applied Math	Construction Safety/Mine Clearance
4) Drawing/Technical Sketching	Quantities/Cost Estimation
5) Surveying	Construction Drawing
6) Construction Materials	Project Management
7) Basic Water Supply/ Sanitation	Concrete and Masonry Construction

18-MONTH PROGRAM

1st Term	2nd Term	3rd Term	4th Term
1) Islamiat	Islamiat	Islamiat	Islamiat
2) English	English	Technical English	Technical English
3) Math	Electric Wiring	Architectural Drawing	Quantities/ Cost Est.
4) Drawing	Construction Drawing	Concrete/ Masonry	Construction Safety
5) Surveying	Surveying	Project Management	Construction of Concrete Structures
6) Materials	Construction Materials	Layout Surveying	Basic Water Supply & Plumbing

Twenty-five men who were trained in survey techniques through the Rehabilitation Program for Afghanistan (RPA) in Darsamand at the end of last year were hired as full-time consultants to RPA. They will assist in training additional surveyors in the future. For more information about this field-training aspect of the program see the "SURVEYS" section of the RPA report.

TEACHERS INSTITUTE

The Teachers Institute is a two-year college level program designed to train new secondary school math and science teachers. It is a full-time course open to

graduates of the 12th grade. Students choose a concentration in either chemistry/biology or mathematics/physics.

Fifty-four students were accepted into the program's remedial course which started in the summer of 1988. The majority of these students began the first semester which started in the Fall of last year. The semester ended in January with 36 students taking the final exam. The results of the final exam was discussed in a subsequent teachers' meeting. The teachers also discussed special student cases involving missed exams and test failures.

The second semester began on February 1 with 16 students in the math and physics department, and 15 students in the chemistry and biology departments. Students who had to take make-up exams or needed to take exams a second time all completed these tests within the first ten days of the new term. All students passed these exams except one pupil who failed to make the overall passing grade of 60 percent. Based on existing rules and regulations, this student will be able to repeat the course starting in September.

The amount of stipend disbursements was increased for those students who commute from outside of Peshawar due to rising prices and house rent. The stipend for students outside Peshawar has now increased from Rs. 750 to Rs. 900, while the local students will get a lump sum of Rs. 500 which includes lunch and a transportation fee. It is hoped that these increases will discourage students from dropping out of the program. This has been one of the major difficulties faced at the Institute. Teaching is not a high-status or highly paid job in Afghanistan and trainees often choose teaching for lack of a better opportunity. The Institute has already lost some trainees to other courses offering higher status training (medical, for example), accommodation in Peshawar and larger stipends.

TABLE I
TEACHERS INSTITUTE
First Semester Exam Results -- Year 88-89

Department	Number of Students					Individual Score		Class Average
	Present	Passed	Make-Up	Second Chance	Next Year	Highest	Lowest	
Math and Physics	18	13	1	3	1	90%	54%	77%
Chemistry and Biology	18	11	--	4	3	91%	52%	69%

HANGU EDUCATION PROGRAM

The Hangu Education Program has five facets:

- assistance to Afghan party schools
- start-up, support and supervision of primary schools and classes
- start-up, support and supervision of adult literacy classes
- supervision of youth apprentices
- teacher training

To date, statistics related to the program are as follows:

	QUAR	TO DATE
AFGHAN PARTY SCHOOLS		
# of schools assisted	---	103
# of boys assisted	---	14,877
# of girls assisted	---	202
# of total students assisted	---	15.079
PRIMARY SCHOOLS/CLASSES		
# of boys schools started	---	1
# of girls schools started	1	2
# of boys and girls schools started	---	1
# of boys and girls classes started	36	52
# of boys assisted	576	1,178
# of girls assisted	440	718
# of total students assisted	1,016	1,896
ADULT LITERACY CLASSES		
# of classes started	---	25
# of students assisted (all men)	10	535
YOUTH APPRENTICES		
# of youth apprentices	(3)	26
TEACHER TRAINING		
# of seminars held	7	9
# of teachers trained	108	142
# of females trained	4	4
TOTAL # OF STUDENTS/YOUTH ASSISTED		17,536
Total # of males assisted		16,616
Total # of females assisted		920
TOTAL # OF SCHOOL VISITATIONS MADE	260	260 (approx)

Afghan Party Schools

Deliveries of supplies to all schools assisted by the program was finished this quarter. Deliveries were also completed to winter vacation schools in Kurram and North and South Waziristan. In addition, science equipment was delivered to a high school in North Waziristan.

Generally, teachers in Afghan party schools are paid very little, so a small amount of money had been allocated to assist with salaries of teachers. The staff decided that instead of helping only a few teachers, all teachers in the Afghan party schools should be assisted. Thus, these funds will be divided so that each teacher receives Rs. 600 rupees as an incentive for their efforts. Deliveries of this money were made to teachers with at least a 70 percent attendance rate in 79 schools in Kohat District, Kurram, North Waziristan and South Waziristan. Four hundred and sixty-five persons have thus far received the money. In the case of schools sponsored by Jamiat-i-Islami, this party decided to divide the money between all staff working in their schools. A formula was agreed upon and the money divided appropriately. Only a few teachers--those in winter vacation schools--have not yet received money. Their money will be delivered in May.

Primary Schools and Classes

Following teacher training seminars in January and March, 36 new first grade classes were started. Most of these schools are in the camps between Hangu and Thal. Supplies were distributed and supervision began; all the classes were visited at least two times during each month. The supervisors are pleased with the results of the seminar. Many of the teachers are implementing the methodology taught in the seminars. Those teachers experiencing difficulties are given extra help.

Requests for assistance were received from 16 girls schools in Kohat. These "schools" are Quranic girls classes taught by women in their homes; most of the teachers cannot read or write Pushto. These schools had been supported by Muslim Aid for two years. However, Muslim Aid recently withdrew their support and is concentrating instead on cross-border work in Afghanistan. Hangu Education staff decided that it could not support these schools at this time for the following reasons:

- The staff has been unable to find women supervisors in the Hangu area.
- The staff would only want to support classes where the teachers could also teach Pushto and math. This would mean that many classes could not be supported and would create misunderstanding.
- Only three months remain until summer vacation, when classes end.

It was felt that if a female supervisor could be found in the Fall and if a need for the classes still exists, reconsideration would be given to the issue.

A request for assistance was received from a girls school in Lakhti Banda, a highly conservative camp. There are four First Grade classes and 119 students; the teachers are all female with education ranging from 9th-12th grade. The school, held in a home, was surveyed by the Coordinator. Space for classrooms is very small; the classes are actually rooms in the compound. However, because of the conservative nature of the camp, the people do not feel that they can move to another place. The staff decided to initially support the school by donating books and supplies, which were delivered mid-month. The school is being visited by the Coordinator until an Afghan female teacher can be found.

Requests for support were also received from four girls schools in Haripur which were formerly supported by various Arab organizations. These schools have been surveyed and found to be worth supporting; assistance began in March.

Literacy Classes

The literacy classes for youth and adults in the Hangu - Thal camps are running well. The staff has been very encouraged by the response of the literacy teachers to the teaching methods introduced during their training. Teachers observed are using visual aids, for example, in their classes. Students are doing well. Many are able to read words and even simple sentences. There are requests for more classes, including 13 classes which have been surveyed in Kurram. However, because of heavy workloads and the desire to see the end result of the initial classes, it has been decided to defer starting additional classes until summer. Two teachers had to leave for personal reasons. One replacement has been found; staff continues to search for a suitable replacement for the other teacher.

Youth Apprentices

In January, 29 youth between the ages of 12 and 18 were selected to be apprentices with 15 businesses, 13 of which have loans from the SRP Business Incentives Program. Training programs ranging from six to eight months were developed by the Training Monitor and the businessman and agreements were signed. Youth were allowed to choose the skill or craft they wished to learn. Each apprentice receives a stipend of 300 rupees per month, while each businessman is subsidized by IRC according to the number of apprentices hired (200 rupees for one apprentice, 350 rupees for two apprentices and 450 rupees for three apprentices).

Each shop is visited at least four times a week. The trainees are working hard, are interested in learning the skills of the shop in which they are assigned and are learning quickly. Many are able to make things on their own. As a result, they will be asked to make samples of their work at the end of the training period.

The training has already begun changing the lives of the students. One 14 year-old, who is the sole support for his family, began his apprenticeship with a shoemaker. His sad, long, worried face has been replaced with a constant smile and his sagging shoulders have been replaced with confidence and pride in the work he is doing. He is already making wonderful sandals and it is clear that at the end of six months he will be able to either continue working with his trainer or open his own shop. Most importantly, he is able to help support his family.

The apprenticeship program has been a great success. Because of this, it has been decided to try and find additional funds to continue the program after the period of training ends. Apprentices could either be trained in shops in Pakistan or in Afghanistan once repatriation begins.

Teacher Training

A half-day seminar was held on site for the male teachers at a girls school in Sawabi. The teachers thought the seminar was helpful and will be trying to apply the methods learned in their training.

Two-week seminars for primary teachers were held in January and March. Participants included new teachers of First Grade classes and a few teachers from previous seminars who were still weak. The quality of the trainees, which included a number of mullahs, was better; progress was rapid and many of the final practice lessons were quite good.

This quarter the Coordinator began training four women teachers in Lakhti Banda and found them very willing to learn. Seminars will continue one day a week in the afternoon for several weeks.

When science equipment was delivered to the high school in Miram Shah camp, one of the teacher trainers who is experienced in science spent two days training 10 teachers. He performed 15 experiments and demonstrated the use of all the equipment. Although only two of the trainees were actually high school teachers teachers at the primary level who also attended found the training very worthwhile.

In the beginning of March, two seminars on testing were held for the literacy and primary school teachers. The objectives of the seminars were:

- to help teachers formulate objectives for their tests.
- to teach teachers how to standardize their questions and grading.
- to help teachers develop a range of questions.
- to assist teachers in making their tests efficient.
- to show teachers the mechanics of grading and test-record keeping.

It was initially thought that these seminars had been too short. However, when the classes were visited during the testing, the staff was pleasantly surprised to find that testing had vastly improved from previous experiences.

The Hangu Education Program plans to hold a three-month training seminar for teacher trainers in the Fall of 1989. The idea is to make available teacher trainers who would then train teachers in Afghanistan. IRC has begun to approach organizations presently supporting schools in Afghanistan to see if they are interested in having IRC help train their teacher trainers. Thus far the Swedish Committee has indicated they would like to send at least 10 teacher trainers to the seminar. The University of Nebraska which supports hundreds of schools in Afghanistan through a USAID contract has also been approached. However, they have given no definite word as to their participation in the seminar. More should be known in April.

IRC is also advocating with other agencies for financial support to schools in Afghanistan. Thus far, visits have been made to UNESCO, UNHCR and UNICEF. Unfortunately, these agencies have limited resources for teachers' salaries, books and supplies. Therefore, a decision to train additional trainers will be postponed until there is some degree of certainty that they can be supported.

The Coordinator attended a three-day course for females on mine-awareness, and will repeat the course for the Hangu Education staff as well as assist other teachers in preparing courses for women and children.

MOTHER-CHILD CENTER PROJECT -- HANGU

One Mother-Child Center (MCC) has been established in Kahi camp next to the Basic Health Unit. This center was opened in April last year. Its beginnings were extremely controversial as fundamentalist religious and political camp leaders objected to having a program or place where women could gather. It was subsequently decided that the center would remain available only to children.

During January and February an average of 35-40 children visited the Mother-Child Center (MCC) a day, but with the warm weather an average of 60-70 children came in March, with girls comprising a third of this total. Staff noticed an increase in visits from children waiting with their mothers at the Basic Health Unit located nearby.

New activities include religious storytelling based on the Holy Quran. MCC staff are also hoping to introduce new dental and personal hygiene lessons through demonstrations. To reinforce these demonstrations the staff will present children with traditional toothbrushes made of twigs. Children will also have the opportunity to use nail clippers at the MCC.

During February the MCC had contact with prominent community leaders. Mawlavi Lal Gul, a most respected mullah and religious scholar from Kahi camp, visited the center and expressed his appreciation for both the play activities and the education components. He especially thought wooden puzzles were ideal to stimulate children.

The MCC also had contact with Mawlavi Delawer, the mullah who had originally opposed the program. Through his representative the MCC staff informed him of the introduction of religious stories. The mullah said such stories were a good idea. These contacts represent an opportunity to work with and create a positive, constructive relationship with the community. In time, the MCC hopes for the opportunity to have a mullah-appointed female representative to liaise between the program and the community.

MCC staff and children said goodbye to the Afghan Project Manager as she and her family prepared to emigrate to the United States. Before recruiting a new Project Manager, however, staff and administration felt it important to consult with the community for their input and approval. As a result, the Project Manager met with the mullahs in Kahi camp and received their support to continue the MCC on the condition that the new Project Manager be recruited from outside Kahi camp due some previous difficulties regarding employment of women in Kahi.

A new MCC Hangu Manager has now been selected. She previously worked as a health educator in IRC's Maternal and Child Health demonstration room projects for Afghan women.

EARLY CHILDHOOD EDUCATION TRAINING PROJECT -- PESHAWAR

The Early Childhood Education Training Project (ECETP) developed as a result of identifying a need to train and provide support for Afghan women and caregivers working with children. During the quarter the project has become almost fully operational and will begin its academic program in April, 1989.

The ECETP has two major objectives. The first is to provide support to both urban and rural projects which focus on women and children. To achieve this objective, the MCC Program/ECETP staff, now complete, is currently working with the UNHCR, Austrian Relief Committee, Radda Barnen (Swedish Save the Children) and Ockenden Venture. Specifically, the ECETP has begun working in different camps with women's and children's programs and has shared learning materials such as traditional stories and toys with other organizations.

The second objective of the ECETP is to educate urban-based Afghan women in Peshawar in early childhood education. This knowledge will enable Afghan women to plan and implement their own childcare programs now and when they return to Afghanistan.

Staff has been hired for the following positions: Senior Teacher Trainer, Assistant Teacher Trainer, Training Project Teacher, Preschool Teacher, Assistant Coordinator, and Office Assistant/Translator.

Curriculum

The Senior Teacher Trainer, the Assistant Teacher Trainer, and the Training Project Teacher are currently working on the early childhood education curriculum, using Dari language materials brought from Afghanistan. The section on the methodology of training children, which includes environmental awareness, language, exercise, art, music, and Islamic studies, is complete. The teachers are currently writing the section on child health and child psychology. They will also include content material in the areas of math, language, art, sports, music and Islamic studies.

In March staff completed the planning of the curriculum, work-study and childcare components and concentrated on the development of student and teacher schedules. The ECETP program will run from 8:00 am. to 1:00 pm. daily. From 8:00 to 10:30 am. students will attend class comprised of three 45 minute lessons, followed by a two-hour period of work-study. Work-study will involve three different activities performed on a rotating basis: the construction of culturally appropriate low-cost learning aids; childcare, and office assistance.

Childcare Center

The ECETP has established a childcare center for children aged 2-6, whose mothers are teachers and students in the project. The center was organized by the Preschool Teacher, who also designed the curriculum and lesson plans. After classes begin, the ECETP will consider admitting other children to the center.

The childcare center will give students the opportunity to have practical experience in working with children.

The children of teachers and students will be in the pre-school from 8:00 a.m. to 1:00 p.m. The children's daily routine will consist of a combination of outdoor exercise, short lessons, games, snacks and stories.

Student Selection

The staff has accepted 12 students ranging in age from 20-41 from nine different provinces of Afghanistan. On March 22nd registration and orientation was held for these students. The program will officially open on April 2.

Because of the war in Afghanistan and the social restrictions on Afghan women in Pakistan, many refugee women who would have liked to continue their education have never had an opportunity to finish--whether on a secondary level or at a university. Students accepted into the program range from a 9th Grade graduate to a graduate from an Institute of Teacher Training.

The ECETP has accepted some students who are especially disadvantaged. One such example are women who have lost their husbands, not only their primary means of financial support but also in many cases their contact with male-administered refugee facilities. The staff is working with the UNHCR and Save the Children (Swedish) to identify two widows in a nearby refugee camp who could benefit from training in early childhood education; one widow has already been accepted into the program. The ECETP has also accepted one young woman who has no family and is handicapped.

Staff Development

The MCC Peshawar and Hangu staff attended two workshops in March. The first was a Mine Awareness Training Workshop for Women sponsored by the UN. The participants will use this information to conduct lessons for women and children in the camps. In addition, the MCC Assistant Coordinator and Office Assistant attended a UNESCO/UNICEF proposal writing workshop.

THE SELF-RELIANCE PROGRAM

INTRODUCTION

The first quarter of 1989 was a time of change and evaluation for the Self-Reliance Program (SRP). All of the refugee staff and target participants of the self-reliance projects (agriculture, construction, handicrafts and business incentives) were affected by the political and military events which occurred in Afghanistan during the first three months of the year. Happiness over the Soviet withdrawal in February, was mixed with sadness and uncertainty as the fighting for Jalalabad intensified during March. The hopes of many refugees for a quick peace, appeared to fade as the prospects of a protracted civil war became more evident. However, despite the unsettling environment, SRP continued to satisfy the basic program objective of generating income for refugees and assisting in the creation of supplies for the repatriation of refugees to Afghanistan. The difficulties in managing a program which included both relief and repatriation activities was a challenging and often confusing task. SRP staff who were familiar with the Hangu-Thal camp relief operations were unsure as to how, when and under what circumstances they would be working on the rehabilitation of their home provinces (Paktia, Paktika, Nangahar and Logar). In short, the first quarter of 1989 marked the beginning of camp refugees taking an active part in the reconstruction of Afghanistan, and it is hoped that by the end of the second quarter, the mechanisms of reconstruction will be more defined, productive and efficient.

One direct negative consequence of the anxious environment was a work stoppage which affected the staff of SRP. Because of a misunderstanding between Afghan doctors and members of the administration and management, a few members of SRP advocated for basic structural changes in the nature of all IRC programs. This dispute, although intense, was short in duration and by the end of the quarter most staff members, at least on the surface, appeared to be content.

One new possibility for the program was the bid proposal that SRP staff prepared for the UN Coordinator's Office for Mine Awareness. SRP was asked to prepare a proposal for the production of training aids for teaching refugees about how to spot land mines and how to demine. If the bid is accepted, SRP would be responsible for making wooden and plaster replicas of various Soviet land-mines which cover much of the Afghan countryside. IRC is cooperating closely with the Coordinator's Office on this project and it is hoped that SRP's involvement in the Mine Awareness Program will be clarified in the coming month.

SRP MANAGEMENT

The program welcomed a new Coordinator in February. One of his first assignments was to move the SRP office out of Peshawar and into the Hangu-Thal area. The new SRP office is now located on the grounds of the Construction compound in Hangu.

CONSTRUCTION

There was a great deal of excitement over the beginning of the remodeling of the Training Center in Darsamand. SRP Construction engineers assisted in drawing plans for dormitories, bathrooms, a central kitchen and dining area. The meaning of this center as an educational facility for Afghans returning home was not lost on the building staff, and by the end of the quarter over 80 percent of the repairs and additions were complete. A meeting room was finished for ACBAR and the expansion of the IRC Printing Press was 90 percent accomplished. In addition, maintenance activities continued on Geodesic domes, middle and primary schools, insettlement stores and binishells (domed storage rooms); the workshops (auto, welding and carpentry) produced a wide variety of items (furniture, parts, training aids, etc.) and continued to maintain IRC assets and buildings. For the quarter, all Construction activities generated 3,632 man-days of refugee labor and refugees received approximately Rs. 691,500 in wages.

One important change during the quarter was the involvement of the engineering staff in planning for the expected large-scale production of gabions (wire mesh baskets used mostly for water diversions and the prevention of soil erosion). Design engineers began to devise new methods to make gabions by hand, which will increase production levels and insure higher quality. The gabion project is a joint SRP effort of Construction and Business Incentives.

BUSINESS INCENTIVES

The small business loan operation showed 38 outstanding loans for the quarter. Twenty two project participants are in arrears on their repayment schedule. Staff members felt that repayment problems were probably attributable to the changing conditions in Afghanistan. New loans to refugees, therefore, were placed on temporary hold until the Project Manager could measure the camp community's feelings about starting new businesses in Pakistan given the growing possibility of repatriation. Ways of extending credit, however, despite the confused environment were developed, and it is hoped that within the next few weeks, smaller loans over short time periods can be given. The total loan fund amounts to Rs. 160,000.

Business Incentives staff took the lead in organizing refugees in the production of gabions Gabion production is the first example within SRP of altering an existing relief project (Business Incentives) so as to fit the perceived needs of refugees returning home. IRC is the first voluntary agency in Pakistan to undertake mass production of gabions. By the end of March, 100 families had been trained and equipped with the necessary supplies to make gabions. Special efforts were made to show refugees that gabions made in the camps were for the rebuilding of Afghanistan. Attempts were made to select needy families and also to divide the work evenly between refugees from Paktia, Logar and Nangahar. First stage plans call for the 100 families to turn 60 tons of wire into approximately 15,000 sheets of wire mesh. Wages generated for refugees should be about Rs. 750,000.

The metal gabions are being stockpiled by IRC and other organizations (most notably VITA) until such time as they can be transported to Afghanistan for use

in the reconstruction of water systems, roads, bridges and agricultural lands. Since all reports indicate widespread destruction of Afghan physical infrastructure, there will probably be a large, long-term demand for gabions. As one Afghan engineer working for VITA put it: "Gabions are like bread for our table. You can never have too much." IRC agrees to the truth of this metaphor.

HANDICRAFTS

February saw the welcomed return of Kahi camp back into the project. Eighty women who had previously been forced to drop out of handicraft production because of internal camp politics, were allowed to return under a new "runner" system. The male members of handicraft households come to the main Hangu office and pick up sewing kits, return home and distribute them; once the piece of handicraft is finished, the man again returns to the office with the piece and is paid directly. The benefit of finally getting the Kahi women back to work and earning much needed income, far outweighs the quality control and management problems that accompany this arrangement. The total number of women involved in handicraft production for the quarter was 455; a new high for the project. In addition, an increase in wages of 10 percent paid to women for good quality handicrafts was introduced. Sales for the quarter amounted to Rs. 142,185. As usual the best selling item in the project was the Kandahari kamis shalwar.

AGRICULTURE

The kitchen garden scheme was experiencing a lack of water in most of the camps. Rainfall was short for the first three months and many wells went dry. Rain finally came in mid-March, but still production was down in most of the kitchen gardens. Despite the lack of water, distribution of basic agricultural inputs were made. Overall, 709 families received 3,406 chickens; 8,808 families received 26,918 fruit tree plants; 6,140 families received 1,802,500 onion seedlings; while vaccinations given to chickens and other domestic animals amounted to 39,909.

Agricultural staff were also involved in the anticipated rehabilitation of Afghanistan. Four staff members were chosen for cross-border work and officially transferred to RPA in March. Plans for large-scale seedling transplantation were also drawn up. Nurseries were prepared for tomato, eggplant and peppers (to be planted in combination with various vegetable seeds) in sufficient quantity to cover approximately 125,000 square meters of kitchen gardens. Once the seedlings are ready, they will be distributed in Afghanistan. Staff members, needless to say, were extremely excited by this prospect.

THE HEALTH EDUCATION RESOURCE CENTER

INTRODUCTION

The Health Education Resource Center (HERC) is a viable entity, playing an important role in the health community of Peshawar. Meetings are on-going with other organizations, with UNICEF and with UNHCR, to assess the needs of the community in order to establish the Center's present and future direction and usefulness.

A broad range of services are currently being provided by the Center which include the conceptualization and development of both general and very specific health education materials. Expansion of staff has facilitated the Center's technical growth and its ability to produce greater a variety and quantity of materials. The HERC is now also in a position to offer increased training and work opportunities for Afghans.

Most importantly, however, the HERC continues to foster an atmosphere of collaboration among the numerous organizations providing health services to the refugees and to those who have remained in Afghanistan. This has become even more critical as relief agencies must now coordinate their activities in preparation for assistance to Afghans as they return to their homes.

GENERAL

During the first quarter, the Health Education Resource Center relocated to two houses in University Town which enabled the Center to have its administrative offices and materials development program (including the silkscreen project) adjacent to each other. With these two houses, the Health Education Resource Center now has enough room to expand.

A graduate of the IRC Journalism Program was hired in March as a receptionist/secretary for the program. He has already become acquainted with a variety of computer software and is learning a database program in order to give the program an up-to-date inventory of health education materials on hand and library books overdue.

During March, the HERC Coordinator met with a representative of UNHCR to receive an update on the Health Education Conference held in February which she had been unable to attend. Since UNHCR had not compiled the results of the questionnaire filled in by the participants concerning their health education needs in the future, the HERC is performing this task. It is important to have these results as soon as possible since they will have an affect on the direction the HERC will take in the coming months.

Because of the recent relocation of the Center, a HERC Open House will be held on April 5, before Ramazan. Over one hundred invitations have been sent out. The HERC's Public Relations/Outreach person will be introduced and the guests will be given a tour of the premises. In order to reflect new directions the HERC has taken in the past six months, a new brochure with photos has been printed.

MATERIALS DEVELOPMENT

During the first three months of 1989, the HERC Silkscreen Project completed 1,000 copies of a weaning foods poster with text in Pushto targeted to rural Pakistani villages and 1,500 copies of a six-page flipchart on immunization for use in the refugee camps as well as for cross-border distribution. The flipchart is also appropriate for use with Pakistani audiences. The text which accompanies the flipchart is presented in Dari, Pushto, and English. The six flipchart pages are secured to a dowel which can be easily held (or hung across the backs of two chairs) during the lesson. When the flipchart is not in use, the pages can be rolled around the dowel and tied with a tape that is firmly attached to the chart. Both the poster and flipchart were printed in six colors.

Production capability has tripled since 1988, and the Silkscreen Project is now producing an average of 3,000 images per month. The original staff of four (1 supervisor, 2 technicians, and 1 assistant) has been expanded to include seven part-time assistants.

The decision to hire part-time, rather than full-time assistants was prompted by the realization that both during the month of Ramazan and the hot summer months that follow, it is unrealistic to expect any one individual to perform the hard physical labor of outdoor silkscreen printing and clean-up at full capacity for a full day. By changing shifts morning and afternoon, a timely production schedule can been maintained without making undue physical demands on any staff member. Furthermore, by hiring part-time, rather than full-time, assistants work opportunities and training can be provided to twice as many persons.

The addition of new staff has been made possible by the move from Shaheen Town to larger, more convenient quarters next door to the HERC administrative office in University Town. A new concrete printing table has been built, the darkroom is fully operational, and production of health education materials is proceeding according to schedule.

In March, two HERC staff members traveled to Lahore and Islamabad/Rawalpindi to purchase supplies and visit silkscreen factories in those cities. Because there have been so many requests for silkscreened health education materials over and above the funded commitment to produce 24 different images during 1989, the idea of accepting additional assignments and subcontracting the work out to a commercial operation has been under consideration. The trip gave the HERC an opportunity to explore the practical feasibility of such a plan in greater depth. Printing bids from four factories were secured and, at the same time, a great deal of technical information and advice was acquired.

The most concrete request for help in developing silkscreened health education materials has come from the new Ministry of Health of the Afghan Interim Government which has some fifty images they would like to produce. The initial (verbal) contract with the Ministry is for 5,000 copies of five health education posters. Funds have been secured for the production of these materials. The HERC is currently working with the Alliance Health Committee (AHC) Training Center artist to prepare the art work.

Staff skills are constantly being upgraded. In January, the Silkscreen Supervisor participated in a five-day Management Seminar organized by IRC. The two HERC artists regularly attend sessions of an ongoing "Skills Enhancement Class" being offered by the Materials Development Program Manager to all agency artists involved in health education. The class, which is an outgrowth of the artists' workshop held in November of 1988, meets for four hours on the second and fourth Monday of every month. At the present time, artists from Save The Children Fund UK (SCF UK) and the AHC Training Center participate in the classes along with the HERC artists. The curriculum has been designed to develop both creative and technical skills, and includes practical experience in drawing, design/composition, color theory, and print production techniques.

In addition to normal day-to-day activities with the HERC artists, calligraphers and the Silkscreen Project, the Materials Development Program Manager has been advising the Program Manager for the Afghan School Children Project with respect to the technical specifications for printing lesson booklets. She has also been assisting a HERC volunteer intern with the revision of existing Malaria education materials. Additionally, a number of free-lance artists have been interviewed in order to build up a roster of professionals to relieve the workload of the HERC full-time artists as needed.

The HERC continues to be actively involved in the development of standardized "prime messages" for health education. Toward this end, HERC staff participate regularly in UNHCR-sponsored meetings for this purpose. At a UNHCR Health Coordination meeting this quarter HERC presented a brief review of the current mechanism for the production of health education materials, and the importance of thoughtfully developed health education materials that are culturally appropriate, socially relevant, and educationally effective. HERC was also asked to review the Health Education Guidelines developed by UNHCR and was a principal planner for the UNHCR Health Education Strategies Workshop held in late February.

AFGHAN SCHOOL CHILDREN PROJECT

During the first quarter of 1989, calligraphy was completed on the Dari booklet for the first grade. This includes both the teacher's guide and the students' book. Copies have been sent to various people for review prior to pre-testing. Pre-testing is slated for the mid-April. The Materials Development Department has been given a copy of the text in order to determine layout as well as a list of illustrations. The Project Manager has also requested that a "Good Habits" flipchart based upon some of the individual lessons be produced.

Work has continued on the Pushto version of the grade one reader. Dari and Pushto are different languages, therefore, separate lessons must be prepared according to the phonetic approach to language teaching used in these booklets. This applies only to the first grade. Once the children have learned the sounds (not the same in Dari as in Pushto), the problem is resolved. The project suffered a temporary setback when some of the Pushto material was lost. That loss has now been made up, and staff anticipates finishing the booklet by the end of April.

This project has had difficulty producing materials on schedule. The major obstacle has been that educated Afghan men and women with the necessary proficiency in Dari and Pushto who know how to write for children are extremely hard to find. Afghanistan has never had a body of literature written exclusively for children so this is a somewhat new concept for most Afghan writers. HERC has had the services of Dari/Pushto specialist. However he has been shared by at least two other IRC programs because of the difficulty in finding anyone else with his skills.

In an effort to address the problem IRC's English Language Program has created a Dari and Pushto Language Development department within IRC of which the Dari/Pushto specialist will serve as editor-in-chief. Along with his editorial duties, he is training two young Afghan women and an Afghan engineer hired in March how to write health education stories. It is hoped that this new arrangement will significantly increase output. Both the engineer and the two women are learning how to write for children as they go along, so the process is not yet perfect. HERC will continue to look for writers who can work on this project. In the meantime, a meeting has been scheduled for early April to review the project's production schedule.

HERC staff has held two meetings with Muslim Aid to discuss possible cooperation in the development of health education materials. These plans have been put on hold pending a reply from the Afghan Interim Government as to their position regarding Muslim Aid. At this point, project staff has some reservations about how much cooperation is possible since Muslim Aid wants HERC staff to write them a health curriculum, something not in the scope of work for this project. Moreover, staff as yet has no idea whether or not the stories HERC is writing will satisfy Muslim Aid's need for fundamentalist Islamic materials. In order for project staff to ascertain the acceptability of these materials to Muslim Aid, copies have been sent to that organization for review.

The Project Manager visited Kurram Agency with Pakistan Red Crescent (PCRS) staff to visit schools, and make plans for further pre-testing of material. She also went to Quetta to meet with UNHCR staff, and discussed plans to pre-test materials in Baluchistan schools. Both PRCS and UNHCR have agreed to cooperate.

The Afghan School Children Project officially ends on June 30, 1989. Meetings will be held the second week in May to determine if the project will continue and produce booklets for grades five through eight.

MALARIA MATERIALS PROJECT

This project is being carried out by a volunteer intern who joined the HERC staff this quarter. A survey on existing knowledge concerning malaria has just been completed. The survey was carried out in both IRC camps and in Yakka Ghund. Currently the results are being tabulated; the report is due out by mid-April. After a meeting with a representatives of Project Director Health (PDH) and UNHCR, it was decided that these results would be disseminated to all voluntary organizations at the UNHCR Health Coordination meeting on May 4. At a meeting on May 11, voluntary organizations will meet to establish the messages and discuss health education materials for malaria.

Preliminary images for malaria education are now being pretested by IRC LHV's in Hangu. This information should provide valuable feedback for the production of the visual education materials later this summer.

A puppet show project that will be carried out with Lycee Malalai has also been initiated. The upper level Pushto classes will write the dialogue for a puppet show on the topic of malaria.

HEALTH EDUCATION MATERIALS IN PROGRESS

Where There Is No Doctor in Dari is being printed with a projected May delivery date. Three hundred copies of the Sprayer Manual in Pushto for UNHCR Islamabad were printed and delivered to UNHCR Peshawar. One hundred copies of the English version of that manual are in the now process of being printed. After approximately two months, the Urdu version was received from UNHCR Islamabad where it was being proofread by experts in the field. An outside calligrapher who writes in Urdu has been contracted to do the calligraphy of this manual. Two hundred copies of will be printed.

The calligraphy of Where There Is No Dentist in Pushto is nearly finished. When it is completed, most of the illustrations from the Dari version will be utilized, which will enable HERC to produce the book in a shorter period of time than originally thought.

MATERIALS DISTRIBUTED AND SOLD

During the past three months, the Health Education Resource Center has distributed and/or sold materials to the following organizations: MSF, Baluchistan Development Resource Center, AICF Quetta, Islamic Relief Agency, MTA/AMI, Norwegian Committee for Afghanistan, Asia Foundation, Central Laboratory, Management Sciences for Health, Islamic Relief Organization, ISRA Medex, Freedom Medicine, Aga Khan Health Service, ARC, Saudi Red Crescent, Afghan Medical Aid, InterChurch Aid, Save the Children (UK), Catholic Relief Services, IRC Hangu, Coordination of Medical Committees, Kuwait Red Crescent, Afghan Health and Social Assistance Organization, USAID Rep, Allana Iqbal Open University (Islamabad), AVICEN, and Salvation Army.

A dramatic increase has been seen in the number of health workers and Alliance Health Committee students coming to HERC with a letter from their party asking for materials. During March alone, materials were given to health workers or students from the following parties: Mahaz-i-Milli (16), Harakat-i-Islami (10), Ittehad-i-Islami (8), Jamiat-i-Islami (7), Jubbha-Nigat Milli (8), Liberation Front Afghanistan (3), and Hezbe-i-Islami (1).

Most of the materials distributed to the health workers and students from parties are the materials from SERVE which are free of charge. Due to the fact that parties cannot afford to purchase health education materials for their workers and students, a change in policy is being considered to allow these clients access to the materials for which there is normally a fee.

During January and February the Health Education Resource Center sold Rs. 28,048 worth of materials. This includes an advance payment of Rs. 14,500 from UNHCR for 300 Sprayer Manuals in Pushto, 100 in English and 200 in Urdu.

MEDIA ROOM

The Health Education Resource Center acquired a Media Room during the quarter, complete with VCR, slide projector and screen and audio cassette recorder. This Media Room doubles as the office of the new Public Relations/Outreach worker, an Afghan graduate of IRC's Journalism Program. He is busy meeting with mid-level health-related staff of the HERC's constituency organizations, and he is expanding HERC's repertoire of video and audio cassettes on health topics in order to enable better response to the health education needs of HERC clients.

SUMMARY

The Health Education Resource Center is now located at a site which houses all of its projects. Through the Silkscreen Project, high quality health education materials whose topics and messages were agreed upon by a group of cross-border and refugee organizations are being produced. Meetings to discuss the production of additional materials on the topics of Malaria and Acute Respiratory Infections are scheduled for May. The Afghan School Children Project will produce health education booklets for the first four grades by the end of June. HERC has a viable resource center library and media room where all voluntary organizations can borrow materials or view them in-house. Many organizations, including health workers of the Afghan political parties, are coming to HERC for copies of health education materials to use in their programs. The much awaited book, Where There Is No Doctor in Dari, will soon be in the hands of health care workers going to Afghanistan to work for their country. Where There Is No Dentist in Pushto will be ready by Fall.

Preliminary information shows that organizations want more visual materials, which they are already scheduled to receive from HERC over the course of 1989. They are also asking for more audio cassettes, a need which could easily be addressed by the Center. There is also a need for training the health staffs of organizations how to use various health education strategies and materials. The Health Education Resource Center is now in a place to expand and respond to these needs.

THE RURAL ASSISTANCE PROGRAM

INTRODUCTION

The Rural Assistance Program (RAP) has now been operational for nine months, having formally started in June, 1988 through a Cooperative Agreement with USAID. Through the program funds are awarded to voluntary organizations who are supporting rural assistance activities in Afghanistan. A major portion of the activities funded by RAP are concerned with agricultural and food assistance and the development of rural infrastructure, such as irrigation. This quarter a new project was added which involves income generation for rural women through handicrafts production.

A major development in the program this quarter is an amendment to the Cooperative Agreement which occurred at the end of March through which RAP is authorized to directly implement projects in Afghanistan. How this arrangement will work and where RAP would focus its activities is still undecided. However, it has been agreed that as an implementing agency, RAP would follow the guidelines which RAP itself has laid down for other organizations presently funded by the program.

This change calls for even closer coordination of RAP with IRC's Rehabilitation Program for Afghanistan (RPA). To assist this development the RPA office is now housed in the same building as RAP. This will allow for sharing of ideas and resources and for more efficient information flow between the two programs.

ADMINISTRATIVE ACTIVITIES

The first quarter of 1989, proved to be a busy period for RAP. The staff have worked extremely hard to prepare documents designed to help strengthen RAP's own administrative systems and those of organizations which seek RAP funding. These documents were completed during the quarter and include the following:

A. Prerequisites
B. Criteria To Evaluate Proposals
C. Guidelines for Writing the new Narrative and Budget Proposal
D. Narrative and Budget proposal formats
E. Sub-Grantee Agreement
F. Guidelines for PVO's obligations towards RAP
G. Quarter Expenditure & Progress Report formats

These new documents have already assisted some of the organizations to submit more timely financial and narrative reports. For the first quarter RAP is up to date with the majority of these reports. Only a few agencies have yet to present their records.

Job descriptions for an Assistant Coordinator, an Afghan Monitor, and an Expatriate Monitor were sent out this quarter. Several applications were received resulting in the selection of a French national for the Expatriate Monitor position. He will join the program in April. At this time the other two

positions remain unfilled. The program is presently hiring ad hoc Afghan monitors as needed.

In early January, the Program Coordinator attended the Southern and Western Afghanistan Baluchistan Association for Coordination (SWABAC) meeting in Quetta, Baluchistan. SWABAC is an organization similar to ACBAR, assisting the coordination of services to refugees who have come to Baluchistan and Afghans who have remained in neighboring Afghan provinces. This meeting was important because RAP is currently funding projects in several of these provinces and useful information was gained as to how voluntary agencies working in these areas are coordinating their activities.

PROPOSALS

In January, AFGHANAID received USAID's approval for a second mission to Badakshan. This province suffered from a severe drought in the Spring of 1988. AFGHANAID plans to work in collaboration with AFRANE, Swedish Committee, Dutch Committee, Norwegian Committee and Medicins Sans Frontieres in a joint project to supply wheat and other emergency food supplies to the area.

Save The Children (USA) has submitted four proposals for 1989 covering Nangahar, Ghazni, Zabul & Baghlan. After a number of revisions these proposals were approved by IRC and USAID in March. Three of the proposals involve agricultural assistance to Nangahar, Ghazni and Zabul provinces. Agricultural projects under RAP have traditionally involved the distribution of seed, fertilizer and farming tools. However, a component of the activities to take place in Nangahar is the rehabilitation of a model farm which had been established by the Russians. This somewhat different than the usual type of assistance provided. The fourth project is for the new women's income generation scheme to be carried out in Nangahar, Ghazni and Baghlan provinces. It is planned through this project to help 1,000 women, targeting the elderly and widowed, to sell handicrafts. Sewing kits will be provided and finished products will be transported to Peshawar for sale in Pakistan and export to other countries. Save The Children (USA) has already had considerable experience with projects of this kind in refugee camps in Pakistan.

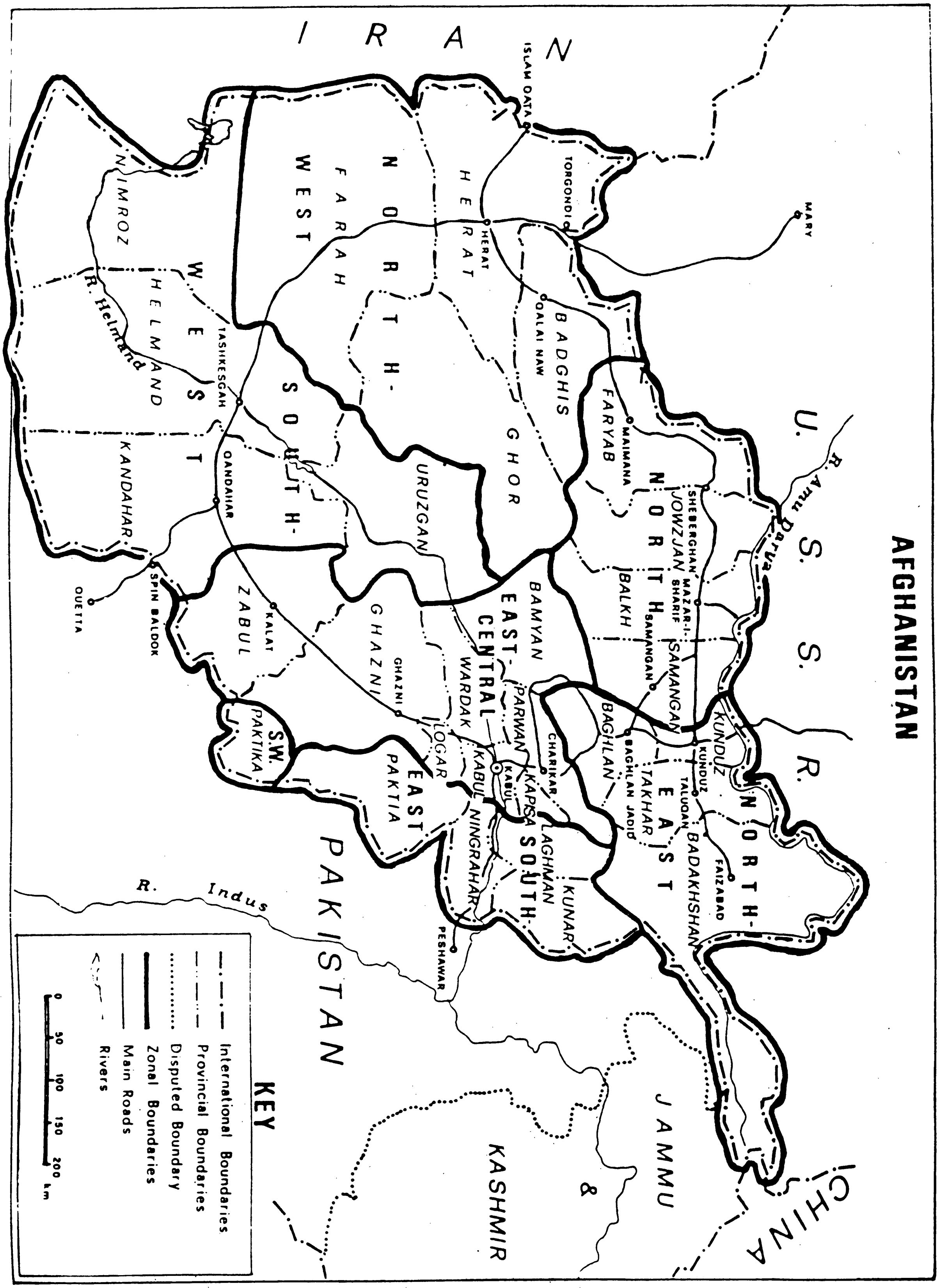
In February, AFGHANAID received funds for emergency assistance to the Salang Highway area. This is the major route from Kabul to the Russian border. Villages along this road have been heavily bombarded in recent months and immediate relief including food, blankets and medicines are imperative.

Mercy Corps International, a Quetta-based organization, submitted two village assistance proposals in March covering the provinces of Nimroz and Helmand. These proposals are still under consideration. Also pending is a proposal from CARE International for projects in Kunar. However, CARE has yet to receive the necessary clearance from the Pakistan authorities and until this can be resolved, RAP will not be able to complete negotiations.

MONITORING

RAP's monitoring capability will be enhanced by the addition of a full time Afghan and expatriate monitor. As previously mentioned, a French national will begin work as the expatriate monitor in April. Soon after he joins the program he will go to the Southwest provinces to monitor RAP funded projects there as well as to survey areas where RAP may implement future activities or where it may allocate future grants.

A full-time Afghan monitor is still to be hired. However, using monitors from other organizations, RAP has been able to oversee some projects in Zabul, Kandahar and Helmand. The results of these evaluations should be available in June. The beginning of the Spring season has also enabled an additional ad-hoc monitor to depart for Wardak to observe the agriculture project of Solidarite Afghanistan. The outcome of his observations will be accessible at the beginning of the second quarter.


AFGHANISTAN
IRAN
U.S.S.R.
PAKISTAN
CHINA
JAMMU & KASHMIR
R. Amu Darya
R. Helmand
R. Indus
NORTH-WEST
WEST
SOUTH-WEST
NORTH
NORTH-EAST
EAST-CENTRAL
EAST
SOUTH
SW PAKTIKA
NIMROZ
FARAH
HERAT
BADGHIS
FARYAB
JOWZJAN
BALKH
SAMANGAN
KUNDUZ
BAGHLAN
TAKHAR
BADAKHSHAN
GHOR
URUZGAN
BAMYAN
PARWAN
KAPISA
KABUL
WARDAK
LOGAR
GHAZNI
ZABUL
KANDAHAR
HELMAND
PAKTIA
NINGRAHAR
LAGHMAN
KUNAR
ISLAM QALA
TORGONDI
MARY
HERAT
QALAI NAW
MAIMANA
SHEBERGHAN
MAZAR-I-SHARIF
SAMANGAN
KUNDUZ
TALUQAN
FAIZABAD
BAGHLAN JADID
CHARIKAR
KABUL
GHAZNI
KALAT
KANDAHAR
TASHKURGAN
SPIN BALDOK
QUETTA
PESHAWAR
KEY
International Boundaries
Provincial Boundaries
Disputed Boundary
Zonal Boundaries
Main Roads
Rivers
0 50 100 150 200 km

THE REHABILITATION PROGRAM FOR AFGHANISTAN

INTRODUCTION

IRC's Rehabilitation Program for Afghanistan (RPA) office was created to address the needs of over 200,000 refugees served by IRC in the complicated process of repatriation. IRC hopes to create an option for refugees to return home by identifying and funding rehabilitative projects in the provinces where the refugees are originally from. This last quarter has seen the realization of many months of planning and idea processing; the program now shares office space with the Rural Assistance Program (RAP) and is staffed with nearly 100 employees. The first seven rehabilitative projects (two agriculture, four irrigation repair, and one health) are underway.

RPA is presently focusing its energies in Paktia province, since over half the refugees living in IRC supported camps are from that area. However, information is being collected and proposals are being considered from liberated areas of Logar and Ningrahar provinces in the hope that RPA will soon be able to work in these areas.

The influence of tribalism on societal and political structures is particularly strong in Paktia. Shuras, or councils made up of elders and other powerful persons have been the traditional authoritative bodies for the various tribes and their districts. IRC has decided to try to implement rehabilitative projects through shuras in an effort to maintain this conventional cultural authority and, to empower the Afghans, themselves, to take control of their lives.

While there are advantages to implementing projects through an already recognized authority, it is complicated. Even though shuras may be the traditional source of political authority in a region, they have little or no experience with project implementation. The skills and resources available to them to implement rehabilitation projects are mostly inadequate. In addition, IRC's decision to implement its rehabilitative projects through shuras in Paktia province is beginning to cause some political tensions. During the war Commanders of the various political parties emerged as authoritative figures on some district shuras. Now, traditional tribal elders are trying to reassert their power. IRC wishes only to work with unified shuras. Thus, as elders are being encouraged to have a say in the shura, some political parties feel their power base is being threatened. These problems, no doubt the first of many to come, are being addressed by RPA through training of shura administrators (see segment marked Shura Administrator Training) and maintaining open lines of communication with the newly formed Afghan Interim Government.

ADMINISTRATION

The administrative side of RPA continued to take shape this quarter as issues such as budgeting, proposal writing, and coordination with other agencies and with IRC itself have presented a on-going challenge.

Information

RPA is gaining in its reputation as a depository for information on Afghanistan. Data and project proposals from shuras, information from other agencies working in Afghanistan, and RPA's internal survey findings now swell the data system. The RPA computer data-base was further consolidated toward the end of the quarter with the extraction of information from the general survey and its input into computer data-bases. A part time data entry person has been hired to enter the information into data-bases which can be cross-compared and analyzed. Medical, educational, and population data from the Paktia survey is now available in usable form in data-base files. In addition, the IRC Afghan personnel file has been finalized. The next step will be to generate reports from all of the data. RPA eagerly awaits the arrival of a computer consultant from the United States in April who will assist the office in planning a more long term data collection and analysis system, as well as assist us with the development of a computer-based monitoring system for IRC rehabilitation projects.

Three major excursions to Afghanistan have occurred this quarter, the water resource survey, a goodwill mission to introduce IRC to communities in Paktia, and a contract-signing mission that occurred at the end of the quarter. Information from these trips has been reviewed and filed, and has proved invaluable for planning purposes.

Of particular importance was the contract-signing mission to Paktia which began on March 31. The members of this mission included RPA staff and some elders from Jani Khel and Musa Khel tribes who have homes in camps in Pakistan and travel back and forth across the border.

The trip took one week. Its main purpose was to introduce RPA staff and sign contracts for irrigation, freeze point and agriculture projects with Danda Patan, Chamkani, Jani Khel and Musa Khel shuras. The mission succeeded in having three contracts signed, but it was not possible to sign a contact with Chamkani shura for a freeze point due to a split in a shura. The Commanders did not want to share power with tribal leaders. Every effort was made to resolve the problem through extensive meetings and discussions with the various factions, but these efforts did not succeed. Negotiations are still going on and the staff is optimistic about the outcome. The shura has told RPA representatives that they will inform the program of their progress through a messenger who will come to the Darsamand RPA office.

The situation in Chamkani bears out the political tensions mentioned in the introductory section of this report. Commanders and elders are struggling for power in Chamkani. RPA staff had the impression that the Commanders feel that it is because of IRC that they are losing their grip over the people. Some Commanders mentioned that they had recived letters from their political parties, instructing them not to allow relief agencies to work in Afghanistan without prior permission of their parties.

On the positive side was the signing of a contract with the Danda Patan shura. It had seemed impossible two months ago to bring the six tribes of this area into a united shura because of historic differences between them. This contract is for the rehabilitation of a large karez in the area.

Signing a contract alone does not mean IRC will be able to easily work in the various provinces. Inside the country political conditions are very volatile. For example, if one tribal elder does want a specific Commander to have power, he will try his best to create problems to split the shura. This means RPA staff will be continually involved with the resolution of shura difficulties. The success of the projects will depend to a great extent upon the political strategy and the negotiating/mediating expertise of the RPA Coordinator and the shura members, themselves.

During the trip the staff observed about 30-40 families a day crossing the border from Pakistan to Afghanistan. Most of these families were coming from camps in the the tribal areas close to Hangu - Thal. The movement of refugees back to Afghanistan at this time is, perhaps, a result the refugees' knowledge of IRC activities in their districts. The refuges have come to know, for example, that IRC has started some irrigation and agriculture projects, so they have decided to move some of their family members back.

Some aircraft movements towards Khost were seen. This is an area of Paktia which is still under the control of the Kabul regime. This indicates that fighting might begin in Khost in which case IRC may see a large refugee influx into Pakistan from these areas. This points up the very difficult situation now faced by relief agencies working with the Afghans. Organizations must balance resources and energy for continued needs in Pakistan and for future repatriation of refugees.

Staffing

RPA staff have increased to almost 100 in number this quarter; including 50 surveyors, four translators, technical support staff, and administrators. The quest for an accountant and a data manager continues; hopefully these positions will be filled by the next reporting period.

The office has finally settled into a permanent place in a building shared with RAP near the Main Office. Several expansionary adjustments had to be made to the building, and for the moment there is a comfortable equilibrium between space and numbers. Three computers, which are in constant use by RPA staff, make administrative life much easier. Eventually, these computers will be networked with the Main Office and will facilitate communication with that office.

Shura Administrator Training

Because IRC has concluded that the most practical method for implementing projects is through the shura, there is an immediate need for administrative training for shura members. This quarter, a great deal of time and energy has been spent by IRC's Public Administration Program developing a curriculum and training schedule for shura employees who will administer RPA funded projects. By mid-March four administrators had been trained, and six more are scheduled for training in mid-April. On-going assistance will be provided by RPA to the administrators as they take on their first assignments. After they have completed administrative support for their first projects, IRC will invite them

to return to Peshawar for further training and for useful critiques of their first project reports and record keeping.

Translation

The four men hired this quarter to translate RPA documents and provide verbal translation services, have proved an effective team. They have extracted all the pertinent information from the general survey, which has now been entered into data-bases. Other documents they have translated this quarter have been an expose document explaining IRC's methodology for working in Afghanistan, a shura project proposal format, contracts signed between IRC and shuras, and a host of bookkeeping forms used to train shura administrators. The chief translator for the program spent three days in Hangu in March translating for a three day UN sponsored demining course for RPA surveyors at the Darsamand facility (see survey section). When RPA work is slow, the translators have provided their services to other agencies in the community, such as the Swedish Committee and WHO.

SURVEYS

The twenty-five surveyors from Paktia, trained this past Winter by a construction consultant to the program, have been hired as full time IRC survey staff. They will be joined by twenty-five more surveyors from Ningrahar and Logar, rounding out IRC's survey team to fifty members. Training for the surveyors in data collection techniques and mine awareness is being accomplished at the Darsamand Training Center under the supervision of an Afghan civil engineer, formerly with IRC's Sanitation Program. The training will enable the men to collect relevant data in four main subject areas - health, construction, education, and agriculture.

It is hoped that the training and survey development can be completed by the end of April so that a second general survey can be conducted in May. In order to meet this time goal, a local computer/data consulting firm has been contracted for one month to assist in the creation of survey forms that will be easily filled by the surveyors in the field and then transferred to computer data-base programs after completion. IRC experienced a strong dose of the "learning process" with the last general survey, and the mistakes and successes of that survey, along with consultations from other IRC program personnel will make this next survey more responsive to the program's data needs.

AGRICULTURE

The Agricultural sector of the program has come a long way from the concept stage to the actual implementation of projects this quarter. After long months of planning, technical staff have been hired, project proposals have been written, supplies have been purchased, and projects have been initiated. The two agricultural projects developed this quarter will supply vegetable seed and fertilizer to Jani Khel and Musa Khel districts of Paktia province this Spring; it is estimated that over 7,000 thousand families will benefit from these two projects. UNHCR, the funding source for these projects, is viewing them as pilot

projects, and will be willing to expand its support if the projects are successful.

An interesting aspect of these projects is a component which seeks to provide a "relief cushion" for returning refugees. Introduced by an RPA technical consultant, a "commodities banking system" will be established in each project area, and will be the means through which farmers who receive IRC funded agricultural assistance can pay for the inputs. The repayments (usually an amount of wheat seed or corn seed) will be stored in a "bank" under community control and will be used for emergency loans for returning refugees or other residents in need of emergency assistance. This concept has not been tested in Afghanistan yet, but RPA staff have discussed it extensively with shura representatives, who seem receptive to the idea.

Meanwhile, an effort is being made to coordinate with other organizations working in Paktia. Bi-weekly meetings are being held in Peshawar in which eight agencies share project information, discuss salary standardization, project methodologies, and possibilities for joint projects.

Planning has already begun for new projects for the Fall planting season in current project areas as well as other parts of Paktia. Work has begun on proposals for the Fall, and both UNHCR and Food and Agriculture Organization (FAO, a UN agency) have expressed interest in funding them. Based on the collected information from the Paktia general survey, and from later trips to Paktia, a new format for collecting useful agricultural data in Afghanistan has been developed and is now being tested. This questionnaire will be utilized by the next group of surveyors who are scheduled to begin another general survey in early May.

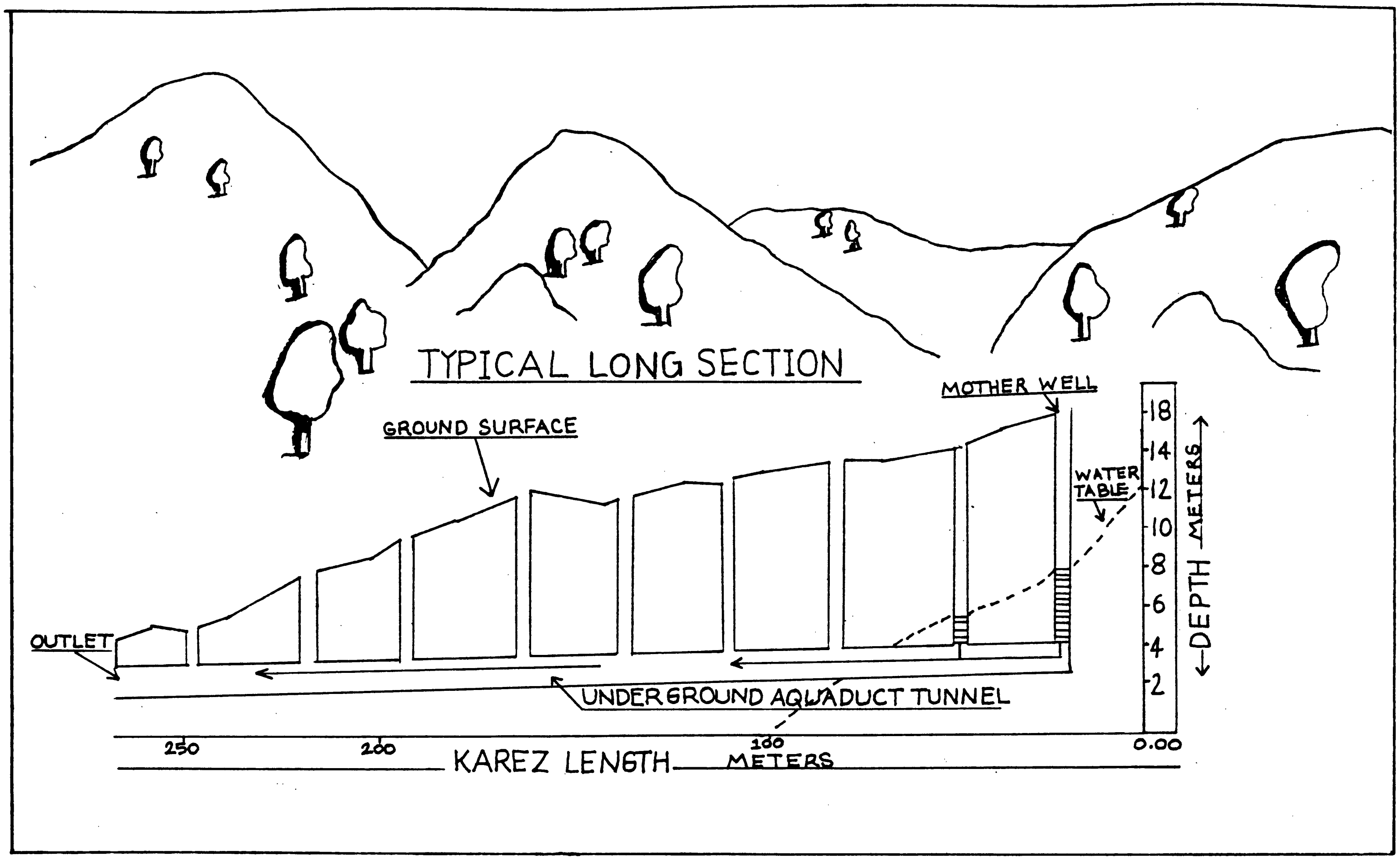
CONSTRUCTION

The general theme of the RPA Construction sector this quarter has been one of surveys and proposal writing. A large water resource survey was conducted in January - February of this year, and in the wake of information collected from that survey, four proposals for the repair of karezes and other water systems in four separate districts of Paktia were written and submitted to UNHCR for consideration. The proposals have been well received by UNHCR and funding is in the pipeline. Contracts have already been signed with two district shuras who will receive water system repair assistance from IRC, and work is scheduled to begin in May after the danger of spring flooding has subsided.

RPA engineers have done an outstanding job with the collection and analysis of technical data needed for water system repair planning. Based on initial data from the water resource survey, several water systems were selected as potential repair projects. Engineers then returned to some of these sights and completed detailed hydrological and geological profiles of the water systems, as well as cost benefit/analyses of the proposed repair jobs. This precise sort of information is particularly critical for construction projects which have multiple cost components and inputs.

The construction engineers have been heavily involved in the screening, testing, and interviewing of surveyor candidates and will further assist with the training of surveyors in April.

KAREZ DIAGRAM



A karez is an underground aqueduct which taps groundwater. It has many wells connected by an underground tunnel. The water is used for irrigation and for domestic purposes.

Karez construction is difficult and dangerous. Men have to dig out the wells by hand, check their sightings by oil-burning lamps, and avoid cave-ins and possible flooding.

MEDICAL

Medical data from the Paktia general survey has been extracted and is currently being fed into a data-base where it will be accessible for planning purposes. IRC's former Public Health Program Manager is now working full-time with RPA's medical sector. He will be overseeing vaccination training/missions in Afghanistan, and helping formulate proposals for IRC's repatriation projects.

Proposals

IRC submitted a proposal to UNICEF early in the quarter which recommended the establishment of a vaccination freeze point in Chamkani district of Paktia. The proposal (which requested assistance for vaccine and equipment) has since been approved and the contract signed. However, work will not begin on the freeze point until remaining political issues are resolved with the Chamkani shura. Also funded by UNICEF this quarter was the training of 13 Vaccinators by AVICEN personnel in IRC's Darsamand Training Center. That training is currently one month into its three month curriculum. The curriculum includes one month of text book training, one month of mixed theory and practice, and one month of practical vaccinator training in Paktia. The training program is scheduled to end in early June, at which time the vaccinators will go to work full time, using the Chamkani freeze point as their vaccine cold storage headquarters in Paktia.

WHO has expressed interest in funding hospital and clinic reconstruction projects in IRC's four target provinces. Some preliminary discussions on a possible proposal from RPA to WHO have taken place, and a proposal will be developed in coming weeks. RPA continues to receive proposals from shuras in which medical assistance is listed as an urgent priority. It is RPA's goal to begin meeting these needs in repatriation of target areas.

Vaccination Campaign

In mid February, IRC contracted with AVICEN to run an emergency vaccination campaign to respond to an outbreak of measles and whooping cough in Jani Khel district of Paktia. The mission lasted from February 16 to March 7, 1989. In the three weeks that the five person team was in Paktia, they vaccinated 2,892 children and 1,077 women. Unfortunately, the team did not meet its immediate objective of reaching the measles outbreak area because there was some confusion as to where the epidemic was taking place. However, AVICEN plans to return to the area in May with the new IRC vaccinators currently under training to do the initial vaccination of the original target area. In addition, they will administer the second booster to the area vaccinated during the February-March campaign. During their coverage of the valley in Jani Khel, the vaccination team collected valuable logistics and population information.

RPA Medical Liasion

One of the more practical issues of the quarter has been how RPA should interface with IRC's Pakistan-based Medical Program in the Hangu - Thal camps. Input from the Medical Program in the form of information and advice is critical for RPA's program to be on target with medical needs in Paktia and elsewhere. Discussions with IRC Directors and the Medical Coordinator have produced a preliminary concept whereby a doctor from the medical program will be seconded to RPA full time to assist with medical information gathering in Afghanistan, coalesce donor funding proposals, and remain in close coordination with other organizations who have medical programs in RPA target areas. This will greatly assist the RPA office in organizing medical priorities in Afghanistan, as well as give the medical program a voice in RPA programming. The relationship between the two programs will become clearer as time goes on.

PUBLIC ADMINISTRATION AND TRAINING COORDINATION

INTRODUCTION

During the month of February IRC added the position of Coordinating Director for Training (CDT) to the Program for Afghans. This became necessary with the opening of the Darsamand Training Center and with the attendant need for coordination and management there, as well as the need for overall assessment and organization of IRC training activities. Training has become a priority in planning for rehabilitation projects. As training in the Public Administration Program is an integral part of the process of organizing shuras for implementation of projects in Afghanistan, support to the Public Administration Program has also been placed with the CDT.

Much of the administrative talent of Afghanistan which had been developed by 1978 is no longer available, a loss which is magnified many times over now that resettlement has begun in earnest. Managerial expertise is sorely needed as governmental institutions are re-established, assistance projects are undertaken, and the massive task of reconstruction begins. IRC's Public Administration Program is therefore adding a new emphasis on field management, focusing on the skills which are immediately needed to administer rural reconstruction projects and manage the relatively small teams which will be implementing them. These programs are not meant to foster dependence, but are being co-designed with the aid of foreign expertise and then implemented by Afghans who have the ability to assume the work, make improvements, and perpetuate the programs independently.

In addition, Public Administration continues to serve the Peshawar Afghan community as a center for advanced study of written and spoken English as used in administrative, business and office settings. The student body more than doubled during the first quarter of 1989, to 115 students, not counting an almost equal number of outside trainees who have participated in workshops and in-service training programs.

MASTER TRAINER PROGRAM

Twelve carefully chosen full-time trainees have completed the following courses: Training of Trainers, Content of Administration, Dari/Pushto, Financial Management, and English Reading and Writing. These courses, plus other electives the trainees choose, provide both the basic content of administration and expose the trainee to the process of teaching it. Much of the training, such as setting up and running a classroom warehouse, involves hands-on practice in simulated settings made as real as possible. Students, as a final project, produced "practice" training modules in Communication, Leadership, Education Methods, and Planning and Conducting an Education Session. Master Trainers have also received Financial Management training over an eight-week period. Basic accounting principles, balance sheets, income statements, budgets and proposal writing have all been covered. At the same time Master Trainers have been preparing to teach a field supervisor's curriculum to shura representatives who are referred by RPA for administrative training. This practical teaching, mostly oriented towards

accountability, is based on an understanding and proper use of standard forms which cover Inventory, Payroll, Purchase Orders, Daily Journal, Expires Ledger and Evaluation. The first course was taught in March to representatives from Musa Khel and Jani Khel shuras. This simple but challenging curriculum has provided an ideal setting for student teaching training, the start of the development of the Master Trainers as independent instructors.

At the end on March, the selection process for the second group of Master Trainers was started, and it appears that Public Administration will be able to put together another group as talented as the first, with even more experience.

PUBLIC ADMINISTRATION

Level 1 focused on developing the students awareness of the history of Administration in Afghanistan. Special emphasis was placed on the period of State building under King Amanullah. Level 2 dealt primarily with models of Islamic Administration and the more generic terminology of post-World War II bureaucracies. As a final practicum this trimester, students were asked to prepare a detailed organizational chart and budget for a newly built school with a population of 900 students. These classes have grown into an integral cultural link between Western concepts of administration and the administrative heritage of the students.

PUBLIC ADMINISTRATION OUTREACH

Seminars, open to personnel from other agencies, continue to be popular. "Managing Yourself and Your Team" and "Training of Trainers," both two-day workshops, were conducted with follow-up sessions for reinforcement and feedback. A three-day workshop was co-sponsored by Save The Child Fund UK (SCF UK) for Lady Health Visitors. Two additional Office Administration workshops were also held. In March a workshop on Evaluating Staff was also presented. These workshops are designed to be experiential; and case studies, critical incidents, group problem solving and role playing greatly facilitate learning. An Afghan counterpart has been hired to develop and teach these workshops in Dari/Pushto to Afghans who lack the fluency in English which the workshops now require. It is hoped that he will be able to conduct the English sessions also, eliminating the need for an expatriate instructor.

DEVELOPING READING AND WRITING

The underlying focus of this course has been development of paragraph writing and syntax, with special emphasis placed on the content and form of business letter writing. Proper form is also reinforced in typing classes. Students are then introduced to business graphics, and taught to interpret bar, line and pie graphs. This included practice in writing a concise, comprehensive paragraph describing a particular graph.

ENGLISH FOR ADMINISTRATORS

Students gathered the most recent surveys of Afghanistan and worked on a report titled "The Evaluation Mission to the Panjshir Valley." This project involved exercises in writing related business letters, drawing graphs, making outlines, and report writing with well-constructed paragraphs that build on each other logically. The final part of the course covered what proved to be a very challenging subject, Proposal Writing, and ended with instruction and practice in writing a resume.

The decision by IRC's English Language Program to specialize the content of upper level English classes should allow Public Administration to de-emphasize general language training and vocabulary building and begin the teaching of business English. Conceptual learning and start skills training can begin much earlier.

FINANCIAL MANAGEMENT

Both ends of the accounting spectrum are now covered, with Introductory Accounting which starts with simple form filling and banking, and an Advanced Finance class that covers cash versus accrual accounting, balance sheets, income statements, budgeting, and cost analysis/projection. This curriculum will be supplemented with a Basic Bookkeeping class next trimester.

LIBRARY

The Public Administration Library has become a study area, gathering place, and informal counseling/help resource center. Students are most interested in practical instruction manuals and workbooks. A file of minutes, memos, and reports of various groups in Peshawar, along with current magazines stimulate thinking and provide topics for use in classes. More reference books are needed.

TYPING/COMPUTER

Typing and computer training has been consolidated under one supervisor, with 56 typing students and 28 computer students enrolled. Computer classes introduced students to the basics of computer operation, and more advanced students have been learning word-processing. Persian script typewriters and word processing is an enhancement for the future, so the standardized typing syllabus is being translated into Dari/Pushto.

NEW COURSES

During the second quarter of 1989, Basic Bookkeeping and Basics of Administration classes will be introduced. Contingent upon funding, a program for women administrators of schools and hospitals will also be started in June. This program will consist of summer seminars and training classes through the rest of the year.

(See Appendix V for a complete listing of Public Administration courses.)

DARSAMAND TRAINING CENTER

In January a large building in Darsamand, close to the Afghanistan border, was acquired to be used as a center for doing specialized training for shura representatives from Afghanistan and for other training activities concerned with cross-border activities. This building is now operational and is fully equipped except for the last of the classroom furniture, which will soon be delivered. With the remodeling that has been done the facility has the capacity to house and feed over one hundred students, with classroom space for a least twice that number, with proper scheduling. During the first quarter of 1989 training and testing was done there for surveyors and shura representatives, vaccination training was started, teacher training was conducted, English classes have been started, and meeting rooms have been used frequently. The RPA field office is also housed there and meeting regularly with shura groups which have travelled from Afghanistan.

TRAINING COORDINATION

During the quarter the CDT met with the various IRC program departments to discuss training issues. This has occurred individually and in the general setting of the IRC Conference held in Islamabad at the end of the month.

These discussions have helped to more clearly define the function and activities in support of training. A number of ideas have come of these meetings which await further deliberation of the various Program Coordinators. These ideas include:

-- Formation and regular meeting of a Training Committee.
-- Development of a Training Newsletter to be circulated initially within IRC.
-- Organization of in-service Training Seminars for IRC Program Coordinators and Managers.

During February the CDT has assisted the University of Omaha in the conceptualization and development of a grant to USAID for skills training. IRC will be a sub-contractor of this grant and will also assist with curriculum development. He has also helped to formulate a Women's Health Teacher Training proposal.

Other coordination activities have included software procurement and computer trouble-shooting for the Education Program and the Rehabilitation Program for Afghanistan.

ADMINISTRATION AND SPECIAL PROJECTS

ADMINISTRATION

During the first quarter of 1989, the IRC Administration saw a large number of changes and assisted many IRC programs with the organizational support necessary in making transitions and expansions.

With 16 new expatriate arrivals and only three departures, the Administration was extremely active in providing logistical support in the form of housing, furnishings, transportation, communications, mail, guards, cleaners, drivers, etc. In addition to this sudden influx of personnel, virtually every IRC program in Peshawar either changed locations, expanded their physical facilities or acquired additional officers. These changes included the offices of RPA, RAP, HERC, SRP, Education, Public Administration, Construction Supervisor Training, Medical Referral, Women's English Language and Women's Higher Education.

Existing systems have survived this onslaught and with the arrival of the holy month of Ramazan, it is hoped that the hectic pace will be lessened. In early March the position of Recruitment Officer was created and a system and procedure was established to centralize and coordinate the hiring of new employees. Job vacancies are also systematically announced internally now so that present IRC employees can have the opportunity to advance.

THE PRINTING PRESS

The Printing Press began to implement a new management system in January. This restructuring has three objectives: (1) to design a more effective and efficient system with available human and material resources; (2) to evaluate human resources based on the present ability and experience of the employees, and (3) matching those human resources to the needs of the Printing Press.
An improved system for the planning and scheduling of production was also implemented.

Due to their increased responsibilities the majority of employees were awarded salary increases in February. In addition, each employee will receive profit-sharing funds. The amount paid to each worker on a monthly basis is to equal 0.1 percent of the press's monthly net profits.

To meet growing production needs, a new 27"x36" lithographic photo offset press was purchased. A new paper-lining machine was also acquired, enabling the Press to produce notebooks to be used for Afghan education programs. Plans for the future include the acquisition of a new guillotine paper cutter as the one currently in use is unable to keep up with production demands and the quality of work it produces is less than desirable.

In February the Press expanded its facilities to include five shops on Nasir Bagh Road in Peshawar. These shops are being used for the bulk of paper storage and for labor-intensive work, which is contracted to experienced local persons.

March saw the ground-breaking of a new addition to be built alongside the existing facility. The new space will expand the building area of the Press an additional 44 percent as well as help solve current building space restrictions.

Production increased during the quarter. A large order was received from the University of Nebraska for the manufacture of 360,000 textbooks to be completed by mid-March. These textbooks, printed in Pushto and Dari for Grades 1-6, will be sent to schools in Afghanistan through the Education Center for Afghanistan, which is supported by the University.

MINE AWARENESS

The Administrative Coordinator has been asked to follow closely the development of a Mine Awareness Program which was to be implemented by the United Nations Coordinator's Office under Operation Salam. During this quarter IRC has developed a strategy to effectively reach the population concentrated in the Hangu - Thal area. By using existing IRC infrastructures, it has been proposed that this project be the prototype for the entire Mine Awareness Program. Due to the sensitivity of the subject, all proposals and materials must be approved by the UN. While IRC awaits this, ad hoc courses have been arranged for its employees. A group of 25 RPA surveyors went through the course as did 27 women from various IRC programs.

IRC has actively aided the UN in this project by translating, editing and printing materials. The Self Reliance Program has been developing wooden models of mines. Hopefully, these will be included in training kits which will eventually be distributed as the UN program gets underway.

APPENDIX I

THE HANGU MEDICAL PROGRAM

INTERNATIONAL RESCUE COMMITTEE
BASIC HEALTH UNIT CONSOLIDATED STATISTICS
JANUARY--MARCH, 1989

DISEASE	MEN	WOMEN	CHILDREN (0-4)	CHILDREN (5-14)	TOTAL
Eye infection	1319	903	1249	1293	4764
ENT infection	1560	3035	5064	4567	14226
Upper respiratory infection	3603	3148	6745	5931	19427
Bronchitis	2243	2185	4456	2178	11062
TB suspected	404	555	76	222	1257
TB confirmed	764	1160	207	283	2414
Diarrhoea	519	293	1869	840	3521
Dysentery	707	368	1756	1018	3849
Worms	602	441	1062	1504	3609
Other gastric problems	2384	3127	499	1056	7066
Urinary tract	1256	693	149	364	2462
Nervous system/epilepsy	551	157	30	129	867
Joints/Bones	2565	4029	130	802	1526
Skin disease	2290	1568	1729	2034	7621
Malaria suspected	686	814	804	982	3286
Malaria confirmed	148	190	188	270	796
Psychiatric	318	125	3	2	448
Anaemia	378	1452	314	453	2597
Gynaecological	0	1534	0	7	1541
Obstetric	0	654	0	1	655
Dental	358	301	49	174	882
Coronary disease	244	139	10	27	420
Hypertension	997	2157	0	2	3156
Diabetes	253	127	3	1	384
Anthrax	0	0	0	0	0
Measles	5	1	32	2	40
War injury	143	18	6	32	199
Viral hepatitis	93	45	21	19	178
Mumps	0	5	18	71	94
Aches & pains	2149	3108	19	611	5887
Fever (PUO)	268	307	647	418	1640
Burns	37	82	249	147	515
Asthma	1900	2393	44	361	4698
Chicken pox	1	0	45	58	104
Cancer	7	3	0	0	10
Dog bite	37	11	0	40	88
Whooping cough	0	0	0	0	0
Other(specified on attac.list)	842	402	115	324	1683
Malnutrition 1st degree	0	0	8	0	8
2nd degree	0	3	19	0	22
3rd degree	0	0	57	0	57
*** Total ***	29631	35533	27672	26223	119059

APPENDIX II

IDENTIFICATION OF MENTALLY HANDICAPPED CHILDREN IN THE HANGU-THAL REFUGEE CAMPS

Survey Questions

- Name of Refugee Camp
- Father's Name
- Name of Child
- Sex
- Age
- Is this your first child?
- How old were you when you had your first child?
- When did you notice that something was wrong with your child?
  What did you notice that was abnormal?
- Did you ever bring your child to a doctor?
  What did the doctor say?
- What do you think is the reason for the child's handicap?
- How many children do you have?
- Does anyone else in the family have the same problem?
- Did you marry your relative? How are you related?

APPENDIX III

THE EDUCATION PROGRAM--TABLE I

SUMMARY OF SUPPLY OF SECONDARY SCIENCE AND MATH TEXTBOOKS

PARTY		TEXTBOOKS	CHARTS
National Islamic Front of Afghanistan		51	12
Hezb-e-Islami Afghanistan		1951	2
Ettehad Islami Afghanistan		12344	3
Harakat-e-Islami Afghanistan		71	
Hezbe-e-Islami		15	
Jamiat Islami Afghanistan		1372	
Libration Front of Afghanistan		321	
Commissionerate for Afghan Refugees		134	
Naheed Shaheed School		471	
Save the Children Fund		20	
Muslim Aid		5	
German Afghanistan Committee		60	
Education Center for Afghanistan		20	
Mulana Faizani Library		100	
IRC			
	Experimental School	166	
	Hangu Education Program	1109	301
	Construction Engineering	19	
	Teachers Institute	225	
	Construction Supervisor	6	
	Public Administration	27	
	Total:	18487	318

APPENDIX IV

THE EDUCATION PROGRAM--TABLE II

SUMMARY OF SUPPLY OF SECONDARY SCIENCE AND MATH TEXTBOOKS

	Textbooks
1. Hezb-e-Islami Afghanistan	
a. Representative of Maidan	1480
b. Representative of Nijrab	424
c. Representatabe of Logar	807
d. Representative of Chak Wardag	197
2. Harakat Inqilab Islami	
a. Abdul Ahad Shaid Lycee (Bamian)	685
3. Jamiat Islami Afghanistan	
a. Shurai Nezar (Punjshir)	262
b. Wardag Commander Nasir	92
4. Swedish Committee	11000
Total:	14947

APPENDIX V

PUBLIC ADMINISTRATION PROGRAM -- Course Outlines

1. Developing Reading and Writing Skills 101
   4:00 - 5:00 Sunday, Tuesday, Thursday
   Enrollment: 21
   Dropouts during Jan/Feb: 3

2. Developing Reading and Writing Skills 101
   5:00 - 6:00 Sunday, Tuesday, Thursday
   Enrollment: 21
   Dropouts during Jan/Feb: 0

   Major Subjects Covered in Jan/Feb:

   --Outlining paragraphs and compositions
   --Paragraph construction (developing a topic sentence and ideas to support the main idea; eliminating irrelevant ideas; using transition words and phrases)
   --Grammar and punctuation

3. English for Administration and Management 101
   5:00 - 6:00 Monday, wednesday
   Enrollment: 15
   Dropouts during Jan/Feb; 1

   Major subjects Covered in Jan/Feb:

   --Management and human resources development (and the special terminology thereof)
   --Motivation of employees
   --The importance and role of the personnel department (how to recruit workers; how to write a job description; how to write letters of; invitation to an interview, and rejection of a job candidate)
   --How to write a letter of application
   --How to fill out an application for employment

4. English for Administration and Management 1012
   4:00 - 5:00 Monday, wednesday
   Enrollment: 5
   Dropouts during Jan/Feb: 1

   Major Subjects Covered in Jan/Feb:

   --Business meeting protocol
   --Discussion techniques and practical experience in leading and participating in business meetings
   --The structure of organizations
   --The decision making process in businesses and organizations

5. Developing Reading and Writing Skills 102
   4:00 - 5:00 Sunday, Tuesday, Thursday
   Enrollment: 6
   Dropouts during Jan/Feb: 1

6. Developing Reading and Writing Skills 102
   5:00 - 6:00 Sunday, Tuesday, Thursday
   Enrollment: 18
   Dropouts during Jan/Feb: 1
   Students changing to earlier class: 3 (Master Trainers)

7. Introduction to Personal Computers/Word Perfect
   8:00 - 9:00 Sunday, Tuesday, Thursday
   4:00 - 5:00 Sunday, Tuesday, Thursday
   5:00 - 6:00 Sunday, Tuesday, Thursday
   3:00 - 6:00 Saturday
   Enrollment: 28
   Dropouts during Feb.: 0

8. Typing Classes all sections
   8:00 - 9:00 Sunday, Tuesday, Thursday
   8:00 - 9:30 Monday, Wednesday
   9:00 - 10:00 Sunday, Tuesday, Thursday
   9:00 - 10:30 Monday, Wednesday
   10:00 - 11:00 Sunday, Tuesday, Thursday
   4:00 - 5:00 Sunday, Tuesday, Thursday
   5:00 - 6:00 Sunday, Tuesday, Thursday
   Enrollment: 56
   Dropouts during Feb.: 0

9. Public Administration
   4:00 - 5:00 Monday, Wednesday
   5:00 - 6:00 Monday, Wednesday
   Enrollment: 30
   Dropouts during Feb.: 30

10. Master Trainers Training of Trainers
    9:00 - 11:00 Sunday, Tuesday, Thursday
    Enrollment: 12
    No Dropouts

11. Master Trainers Administrative Content
    8:00 - 9:30 Monday, Wednesday
    1:00 - 3:00 Tuesday
    Additional Workshops scheduled during afternoons.
    Enrollment: 12
    No Dropouts

12. Financial Management
    5:00 - 6:00 Tuesday, Thursday
    Enrollment: 18
    No Dropouts

13 Accounting/Bookkeeping
4:00 - 5:00 Sunday, Tuesday, Thursday
5:00 - 6:00 Sunday, Tuesday, Thursday

Financial Management Syllabus

Week 1:

Introduction to financial accounting. Overview of planning and budgeting stages: idea development, research, preparing the cash budget, proposal writing. (Students are told that they will have to prepare a complete budget and proposal in six weeks.)

Week 2:

List of commonly used financial vocabulary words. Accrual verses cash based accounting. (students submit their choice of either an organization or business for which they will prepare a funding proposal.)

Week 3:

Balance Sheet: assets, liabilities, owner's equity. (one paragraph description of proposal subject due.)

Week 4:

Income Statement: revenue, expenses, net income.

Week 5:

Cash Flow: sources and uses statement

Week 6:

Writing a proposal using a word processor. (Draft cash budget part of proposal due...Lotus 123.)

Week 7:

Proposal writing and cash budget workshop. Review and criticism of proposals by fellow classmates.

Week 8:

Course review. Final proposal due at end of week.

Week 9:

Test at end of week